



south carolina
STATE LIBRARY

Survey of South Carolina
Public Librarian Salaries
2005

December 2005

South Carolina State Library Survey of Public Librarian Salaries 2005

In March 2005 the South Carolina State Library conducted a salary and benefits study of full-time public library staff holding master's degrees from programs of library and information studies accredited by the American Library Association. Thomas Reddick developed the survey using SurveyMonkey, an online survey tool. Libby Law compiled and analyzed the data and prepared the report. The survey was sent to all county and regional libraries and to one municipal library. Two county libraries do not have staff meeting the survey criteria. There was a 100% response rate.

Libraries must offer competitive salaries and benefits in order to recruit and retain qualified staff. The Survey documents that 22% of the public librarians in SC are eligible to retire within the next 5 years including 45% of the directors, 44% of the deputy directors, 25% of the department heads, 12% of the managers, and 13% of the professional staff who do not supervise.

Denise Davis, Director of the ALA Office for Research and Statistics authorized the use of the annual survey conducted by the American Library Association, Office of Research and Statistics as a model for the South Carolina survey. This made comparisons with southeastern and national data possible. The southeastern states include: Alabama, Arkansas, Florida, Georgia, Kentucky, Louisiana, Mississippi, North Carolina, South Carolina, Tennessee, Virginia, and West Virginia.

Libraries were asked to report the actual salary paid to each full-time person in each of 6 categories. When actual salary data was unavailable, libraries were asked to report the midpoint of the salary range for each person. The definitions for each category were based on the American Library Association, Office of Research and Statistics Survey.

Data was received for 11,341 full time staff. The 6 library position categories are:

Director (11%): Chief officer of the library or library system.

Deputy Director (5%): Persons who report to the Director and manage major aspects of the library operation (e.g., technical services, public services, collection development, systems/automation).

Department Head/Coordinators/Senior Managers (21%): Persons who supervise one or more professional librarians.

Managers/Supervisors of Support Staff (22%): Persons who supervise support staff in any part of the library but do not supervise professional librarians.

Librarians Who Do Not Supervise (34%): Full-time staff with master's degrees from programs in library and information studies accredited by ALA who were not reported earlier and who do not supervise.

Beginning Librarian (7%): Full-time staff with master's degrees from programs in library and information studies accredited by ALA but no professional experience after receiving the degree.

The Survey of Librarian Salaries 2004 conducted by the American Library Association, Office of Research and Statistics provides salary data for large public libraries (those serving populations of over 100,000) and Medium-sized public libraries (those serving populations of from 25,000 to 99,999). This information is categorized by region of the country and a total for all regions. For reporting purposes the four South Carolina public libraries serving populations of less than 25,000 were compared to the southeastern and national data for libraries serving populations of 25,000-99,999.

The ALA report does not provide summary data for all public libraries. Therefore the data for All Academic and Public Libraries was used for summary comparisons in this report.

In addition to the comparisons with data contained in the ALA survey, a number of other comparisons are provided.

- Comparison of Library Director salary data by number of outlets of the library, by number of FTE staff, and to County Administrator salary data. Salary data for County Administrators is based on information from the *South Carolina Association of Counties Wage and Salary Report*. For regional libraries the salary of each county administrator within the region was used to calculate an average for the region.
- Managers/Supervisors of Support Staff salaries were compared to the median salary of a Masters Plus 30 teacher on the South Carolina State Department of Education 2004-2005 State Minimum Salary Scale. The comparison was selected because the positions have similar education requirements and comparable levels of responsibility. The base plus Education Improvement Act (EIA) salary excluding any local district supplements was used for calculation of the median salary for a Masters Plus 30 teacher.
- Librarians Who Do Not Supervise salaries were compared to the median salary for a Class 1 Masters A teacher on the South Carolina State Department of Education 2004-2005 State Minimum Salary Scale. The comparison was selected because the positions have similar education requirements and comparable levels of responsibility. The base plus Education Improvement Act (EIA) salary excluding any local district supplements was used for calculation of the median salary for a Class 1 Masters A Teacher.
- Beginning Librarians salaries were compared to the beginning salary of a Class 1 Masters A teacher on South Carolina State Department of Education 2004-2005 State Minimum Salary Scale. The comparison was selected because the positions have similar education requirements and comparable

levels of responsibility. The base plus Education Improvement Act (EIA) salary excluding any local district supplements was used for calculation of the beginning salary for a Class 1 Masters A Teacher.

Tables and graphs are provided to show representative data. Below are definitions for terms used:

| | |
|-------------------------|---|
| Minimum: | The lowest salary reported. |
| Maximum: | The highest salary reported. |
| Average or Mean: | All the salaries were added together and the result was divided by the total number of salaries reported. |
| Median: | When the salaries are arranged from high to low, 50% of the salaries fall above the number and 50% fall below the number. |
| First Quartile: | When the salaries are arranged from high to low, 25% of the salaries fall below the number and 75% fall above the number. |
| Third Quartile: | When the salaries are arranged from high to low, 75% of the salaries fall below the number and 25% fall above the number. |

Libraries were asked to report on the benefits provided. One hundred percent of the libraries provide Health Insurance, and some form of leave for vacation and illness. Seven libraries provide additional personal days for staff. Three libraries provide personal days in lieu of vacation leave and sick leave.

Findings:

With the exception of Beginning Librarian positions, average salaries of South Carolina Public Librarians are less than the average salaries in the Southeast.

Directors:

- The average salary paid to a Library Director in SC is 19% below the SE average and 28% of the national average.
- The median salary paid to a Library Director in SC is 11% below the SE median and 24% below the national median.
- The average salary of public library directors is 37% below the average salary of county administrators/supervisors/managers.
- The median salary of public library directors is 35% below the median salary of county administrators/supervisors/managers.

Deputy Directors:

- The average salary paid to a Deputy Director in SC is 10% below the SE average and 21% below the national average.
- The median salary paid to a Library Director in SC is 8% below the SE median and 21% below the national median.

Department Heads/Coordinators/Senior Managers:

- The average salary paid to a Department Head in SC is 13% below the SE average and 18% below the national average.
- The median salary paid to a Department Head in SC is 22% below the SE median and 22% below the national median.

Managers/Supervisor of Support Staff:

- The average salary paid to a Managers/Supervisors of support staff in SC is 4% below the SE average and 12% below the national average.
- The median paid to Manages/Supervisors of Support Staff in SC is 3% below the SE average and 11% below the national average.
- The average salary paid to managers/supervisors of support staff is 2% more than the average salary of a Class 1 Masters A teacher.
- The median salary paid to managers/supervisors of support staff is 2% less than the median salary of a Class 1 Masters A teacher.

Librarians Who Do Not Supervise:

- The average salary paid to Librarians Who Do Not Supervise in SC is 11% below the SE average and 18% below the National average.
- The median salary paid to Librarians Who Do Not Supervise in SC is 10% below the SE median and 17% below the national median.
- The average salary paid to librarians who do not supervise is 2% below the average salary of a Class 1 Masters A teacher in South Carolina.
- The median salary paid to librarians who do not supervise is 4% below the median salary of a Class 1 Masters A teacher in South Carolina.

Beginning Librarians:

- The average salary paid to Beginning Librarians in SC is 11% above the SE average and 7% below the National average.
- The median salary paid to Beginning Librarians in SC is 5% above the SE median and 8% below the national median.
- The average salary of Beginning Librarians in South Carolina's rural libraries (those serving populations of less than 100,000) is 27% below the average salary of Beginning Librarians in urban South Carolina libraries (those serving populations of 100,000 or more).
- The median salary of Beginning Librarians in South Carolina's rural libraries (those serving populations of less than 100,000) is only 33% below the median salary of Beginning Librarians in urban South Carolina libraries (those serving populations of 100,000 or more).
- The average salary paid to beginning librarians in South Carolina is 22% above the beginning salary for a Class 1 Masters A Media Specialist.
- The median paid to beginning librarians in South Carolina is 18% above the beginning salary for a Class 1 Masters A Media Specialist.

Twenty two percent of the public librarians excluding beginning librarians, are eligible to retire within the next 5 years.

- 45% of Library Directors
- 44% of Deputy Directors
- 25% of Department Heads/Coordinators/Senior Managers
- 12% of Managers/Supervisors of Support Staff
- 13% of Librarians Who Do Not Supervise

The average salary of public library directors is 63% of the average salary of County Administrators.

- Large Public Libraries –67% of the average salary of county administrators
- Medium-sized Public Libraries – 60% of the average salary of county administrators
- Small Public Libraries – 60% of the average salary of county administrators

The median salary of public library directors is 65% of the median salary of County Administrators.

- Large Public Libraries – 60%
- Medium-sized Public Libraries – 64%
- Small Public Libraries – 49%

Forty-five percent of SC public libraries employ deputy directors.

- 60% of large public libraries employ deputy directors
- 33% of medium-sized public libraries employ deputy directors.
- No small libraries have deputy directors.

Relationship of Staff Salaries to Library Director Salaries

| | % Average Director Salary | % Median Director Salary |
|---------------------------|--------------------------------------|-------------------------------------|
| Deputy Director | 90% | 89% |
| Department Head | 70% | 76% |
| Managers | 70% | 70% |
| Libn who do not supervise | 64% | 64% |
| Beginning Librarians | 62% | 61% |

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Survey of South Carolina Librarian Salaries 2005
Director - Public Libraries

| Director - Large Public Libraries (Serving a population of 100,000 or more) | | | | | | |
|---|----------------|----------------|-----------------------|---------------|-----------------------|----------------|
| | Average | Minimum | First Quartile | Median | Third Quartile | Maximum |
| National N=198 | \$100,810 | \$43,952 | \$80,395 | \$98,442 | \$120,054 | \$231,750 |
| Southeastern N=46 | \$88,615 | \$49,993 | \$65,664 | \$84,306 | \$114,155 | \$145,000 |
| South Carolina N=15 R=6 (40%) | \$76,665 | \$57,080 | \$61,150 | \$74,700 | \$84,696 | \$124,118 |
| SC County Adm* N=17 | \$113,764 | \$79,703 | \$93,590 | \$124,488 | \$129,845 | \$146,837 |

| Director -Medium-sized Public Libraries (Serving a population of 25,000 - 99,000) | | | | | | |
|---|----------------|----------------|-----------------------|---------------|-----------------------|----------------|
| | Average | Minimum | First Quartile | Median | Third Quartile | Maximum |
| National N=267 | \$72,921 | \$24,390 | \$57,893 | \$70,013 | \$83,200 | \$141,218 |
| Southeastern N=45 | \$57,918 | \$35,000 | \$48,156 | \$54,843 | \$64,986 | \$90,679 |
| South Carolina N=21 R=10 (48%) | \$47,654 | \$33,600 | \$39,465 | \$49,000 | \$55,181 | \$61,996 |
| SC County Adm* N=24 | \$79,922 | \$50,000 | \$70,730 | \$76,016 | \$91,350 | \$122,466 |

| Director - Small Public Libraries (Serving a population of less than 25,000) | | | | | | |
|--|----------------|----------------|-----------------------|---------------|-----------------------|----------------|
| | Average | Minimum | First Quartile | Median | Third Quartile | Maximum |
| National | \$72,921 | \$24,390 | \$57,893 | \$70,013 | \$83,200 | \$141,218 |
| Southeastern | \$57,918 | \$35,000 | \$48,156 | \$54,843 | \$64,986 | \$90,679 |
| South Carolina N=4 R=2 (50%) | \$46,906 | \$33,883 | \$34,721 | \$38,295 | \$50,480 | \$77,151 |
| SC County Adm* N=2 | \$78,056 | \$55,211 | \$66,633 | \$78,056 | \$89,477 | \$100,900 |

| Director - All Public and Academic Libraries (National and Southeastern data includes academic salaries) | | | | | | |
|--|----------------|----------------|-----------------------|---------------|-----------------------|----------------|
| | Average | Minimum | First Quartile | Median | Third Quartile | Maximum |
| National N=843 | \$ 80,823 | \$ 24,390 | \$ 57,739 | \$ 75,000 | \$ 98,004 | \$241,280 |
| Southeastern N=186 | \$ 71,781 | \$ 34,100 | \$ 50,132 | \$ 63,818 | \$ 84,256 | \$186,500 |
| South Carolina N=40 R=18 (45%) | \$ 58,458 | \$ 33,600 | \$ 42,155 | \$ 57,039 | \$ 65,108 | \$124,118 |
| SC County Adm* N=39 | \$ 92,290 | \$ 50,000 | \$ 74,648 | \$ 87,398 | \$ 104,738 | \$146,837 |

* Source of data: 2005 Wage and Salary Report. S.C. Assn. Of Counties. February 2005

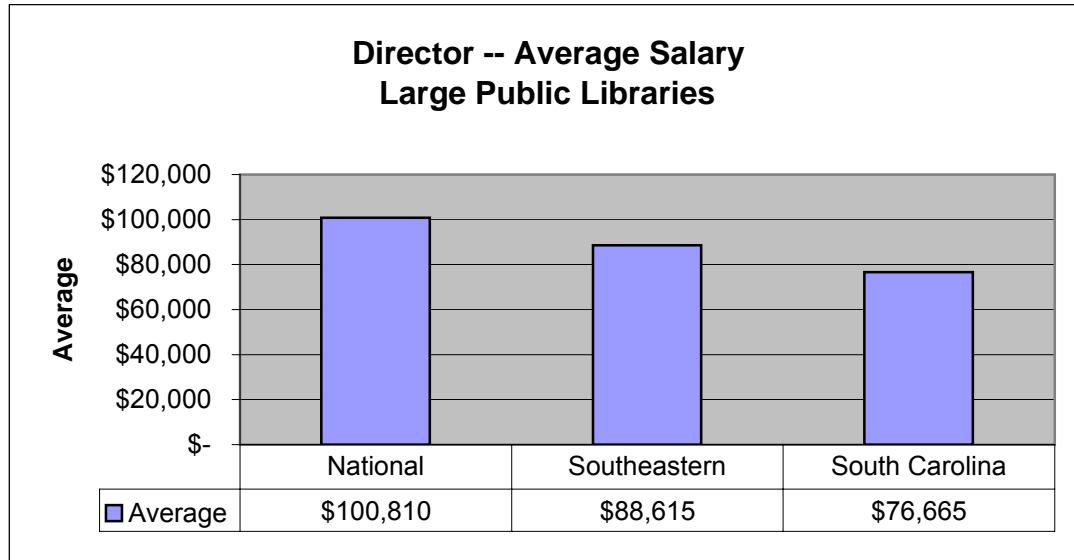
N= the number of staff reported

R= the number of staff eligible to retire in next 5 years

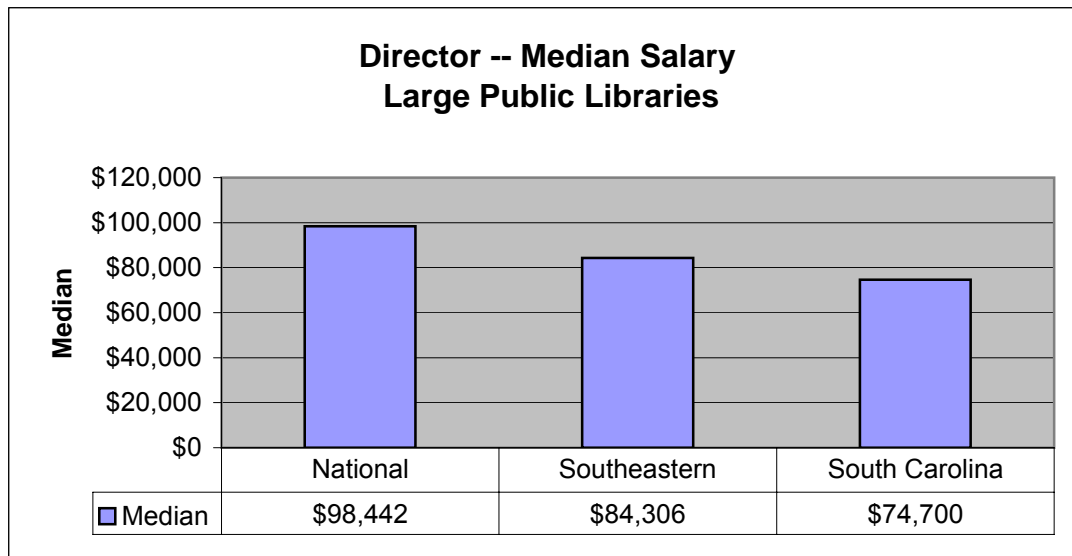
Survey of South Carolina Librarian Salaries 2005
Director - Public Libraries

Director - Large Public Library
(Serving a population of 100,000 or more)

| | Average | % SE | % National |
|----------------|------------|------|------------|
| National | \$ 100,810 | | |
| Southeastern | \$ 88,615 | | |
| South Carolina | \$ 76,665 | 87% | 76% |



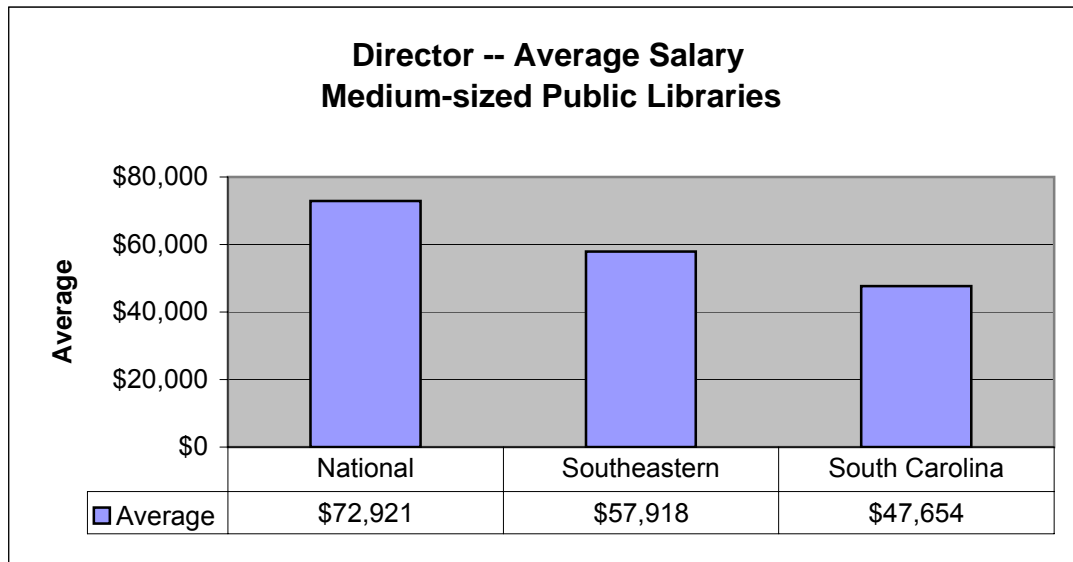
| | Median | % SE | % National |
|----------------|----------|------|------------|
| National | \$98,442 | | |
| Southeastern | \$84,306 | | |
| South Carolina | \$74,700 | 89% | 76% |



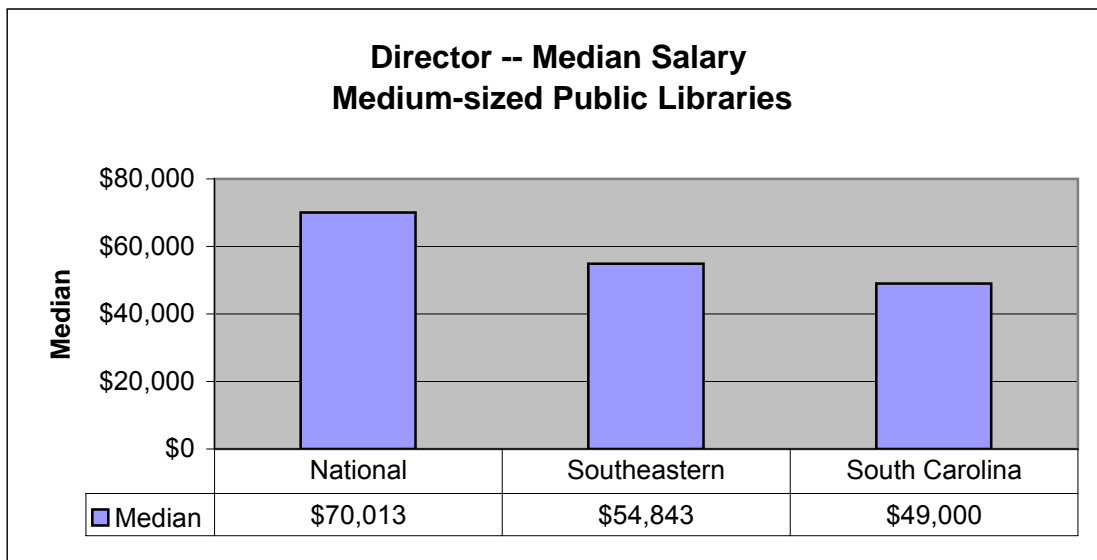
Survey of South Carolina Librarian Salaries 2005 **Director - Public Libraries**

(Serving a population of 25,000 - 99,000)

| | Average | % SE | % National |
|----------------|----------|------|------------|
| National | \$72,921 | | |
| Southeastern | \$57,918 | | |
| South Carolina | \$47,654 | 82% | 65% |

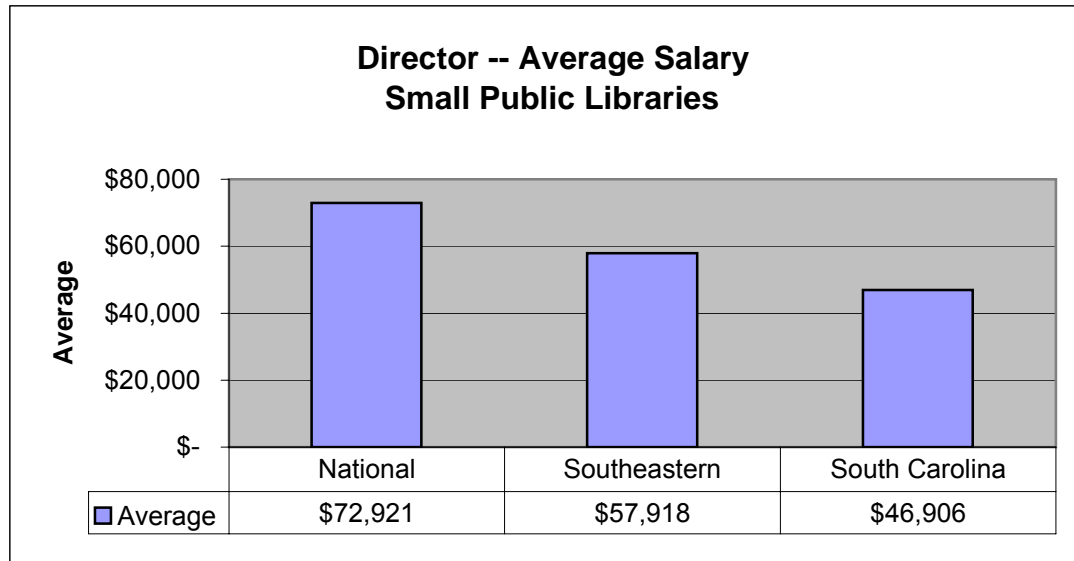


| | Median | % SE | % National |
|----------------|----------|------|------------|
| National | \$70,013 | | |
| Southeastern | \$54,843 | | |
| South Carolina | \$49,000 | 89% | 70% |

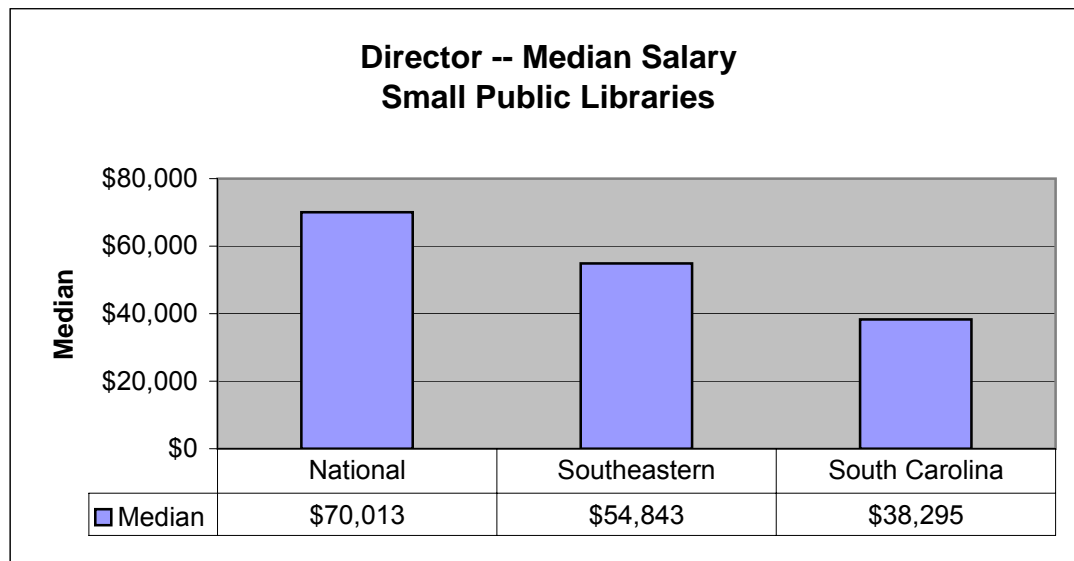


Survey of South Carolina Librarian Salaries 2005 **Director - Public Libraries**

| | Average | % SE | % National |
|----------------|-----------|------|------------|
| National | \$ 72,921 | | |
| Southeastern | \$ 57,918 | | |
| South Carolina | \$ 46,906 | 81% | 64% |



| | Median | % SE | % National |
|----------------|----------|------|------------|
| National | \$70,013 | | |
| Southeastern | \$54,843 | | |
| South Carolina | \$38,295 | 70% | 55% |

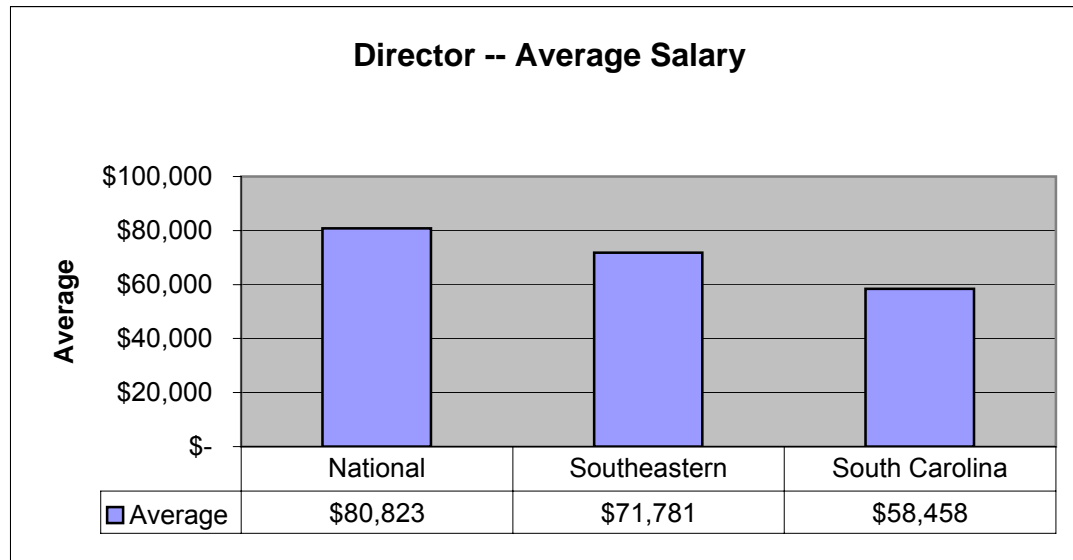


*National and Southeastern data for medium-sized public libraries is used for comparison purposes because

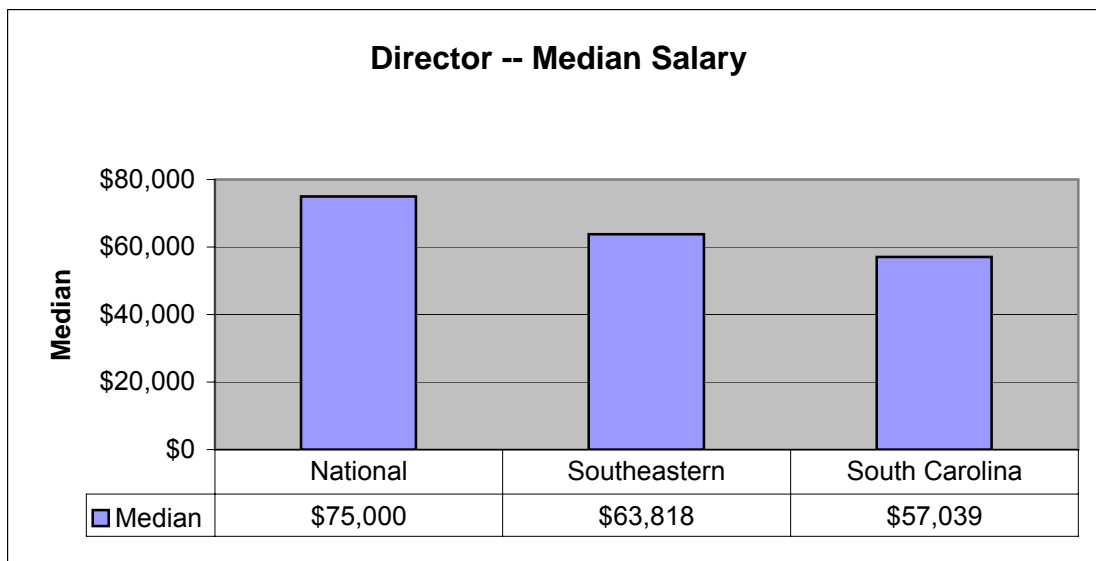
Survey of South Carolina Librarian Salaries 2005

Director - Public Libraries

| | Average | % SE | % National |
|----------------|-----------|------|------------|
| National | \$ 80,823 | | |
| Southeastern | \$ 71,781 | | |
| South Carolina | \$ 58,458 | 81% | 72% |



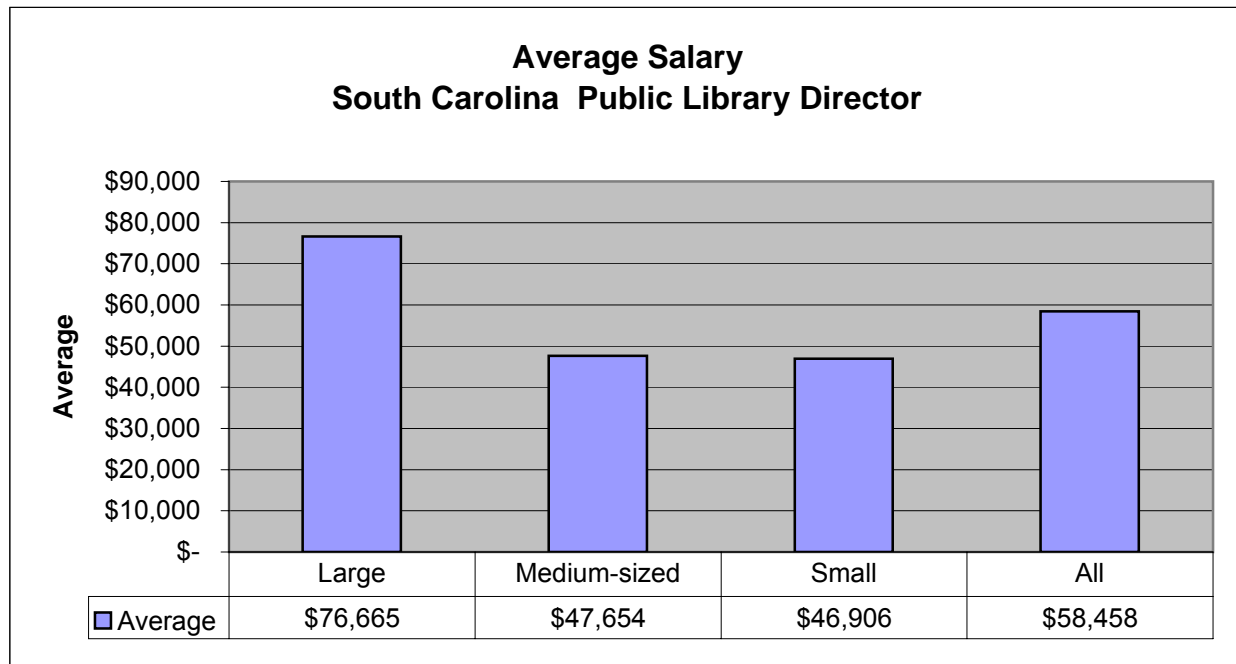
| | Median | % SE | % National |
|----------------|----------|------|------------|
| National | \$75,000 | | |
| Southeastern | \$63,818 | | |
| South Carolina | \$57,039 | 89% | 76% |



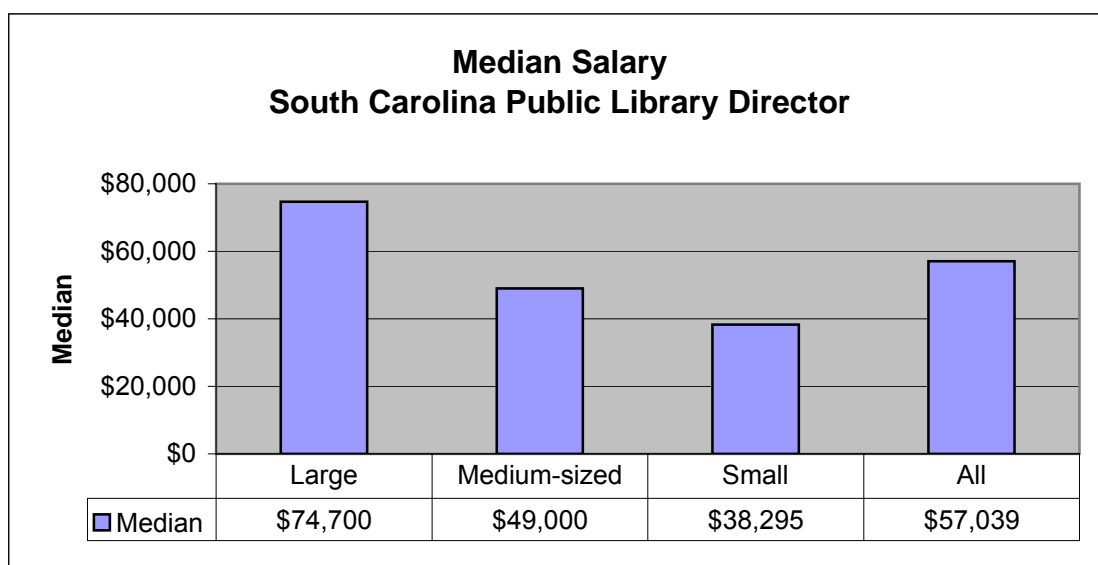
* National and Southeastern data includes public library and academic library salaries.

Survey of South Carolina Librarian Salaries 2005 **Director - Public Libraries**

| | Average |
|--------------|-----------|
| Large | \$ 76,665 |
| Medium-sized | \$ 47,654 |
| Small | \$ 46,906 |
| All | \$ 58,458 |



| | Median |
|--------------|----------|
| Large | \$74,700 |
| Medium-sized | \$49,000 |
| Small | \$38,295 |
| All | \$57,039 |



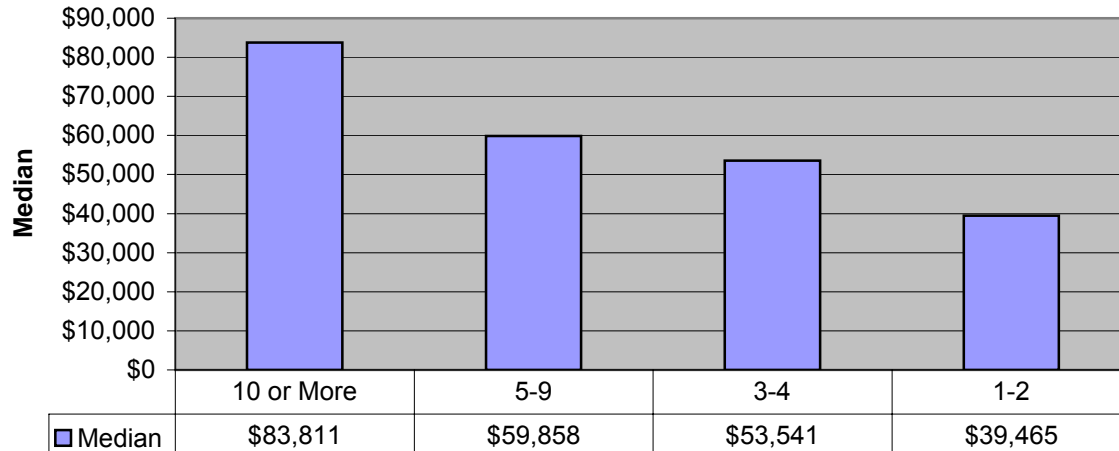
Director's Salary by Number of Outlets

| | Median |
|------------|----------|
| 10 or More | \$83,811 |

Survey of South Carolina Librarian Salaries 2005 **Director - Public Libraries**

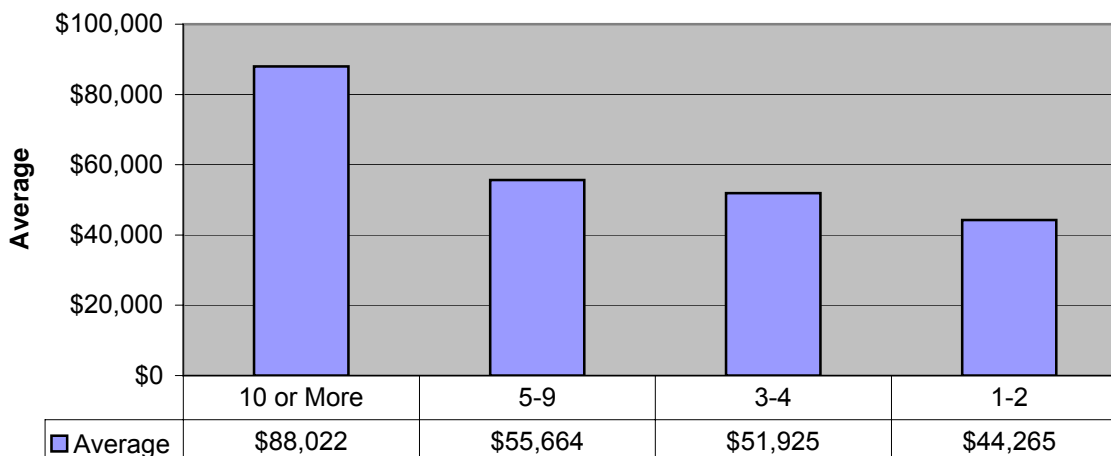
| | |
|-----|----------|
| 5-9 | \$59,858 |
| 3-4 | \$53,541 |
| 1-2 | \$39,465 |

**Directors -- Median Salary
By Number of Outlets**



| | Average |
|------------|----------|
| 10 or More | \$88,022 |
| 5-9 | \$55,664 |
| 3-4 | \$51,925 |
| 1-2 | \$44,265 |

**Directors -- Average Salary
By Number of Outlets**



Director's Salaries by Number of FTE Staff

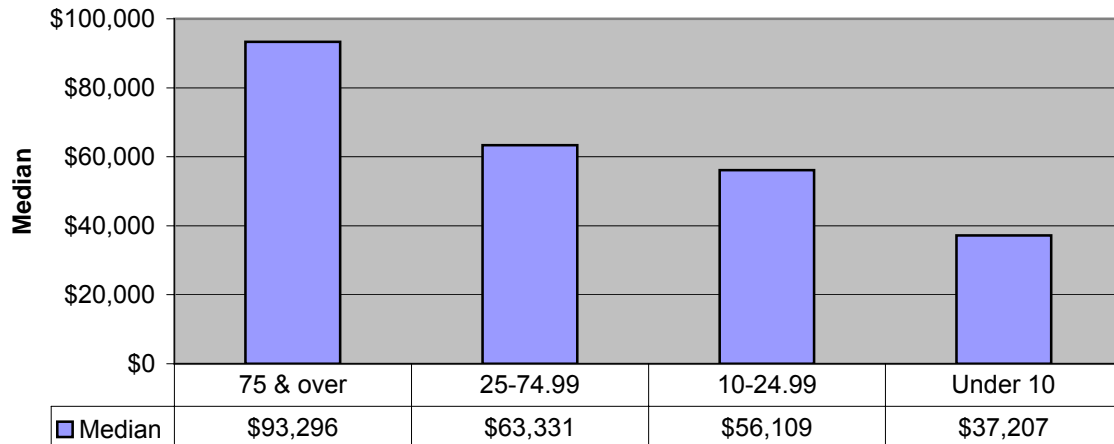
| | Median |
|-----------|----------|
| 75 & over | \$93,296 |
| 25-74.99 | \$63,333 |
| 10-24.99 | \$56,109 |

Survey of South Carolina Librarian Salaries 2005

Director - Public Libraries

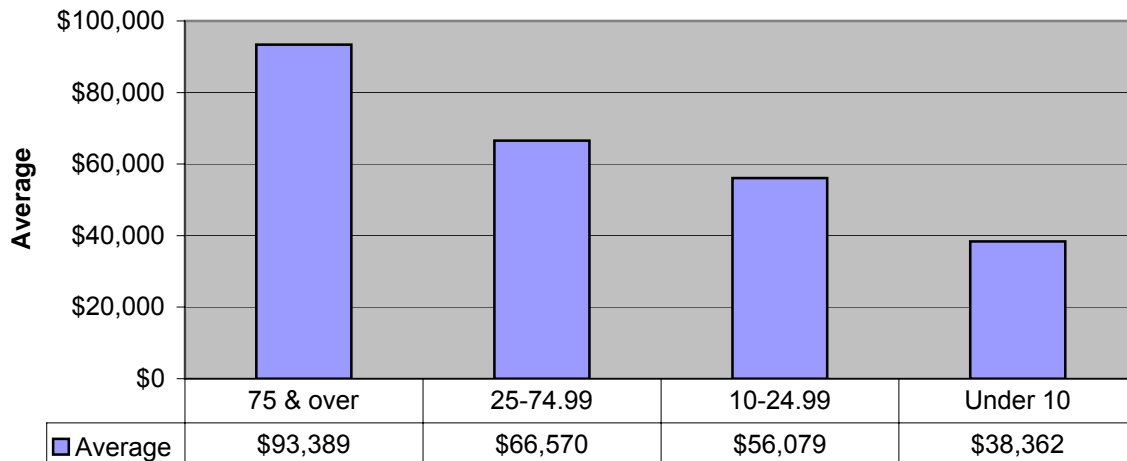
| | |
|----------|----------|
| Under 10 | \$37,207 |
|----------|----------|

**Directors -- Median Salary
By Number of FTE Staff**



| | Average |
|-----------|----------|
| 75 & over | \$93,389 |
| 25-74.99 | \$66,570 |
| 10-24.99 | \$56,079 |
| Under 10 | \$38,362 |

**Director -- Average Salary
By Number of FTE Staff**

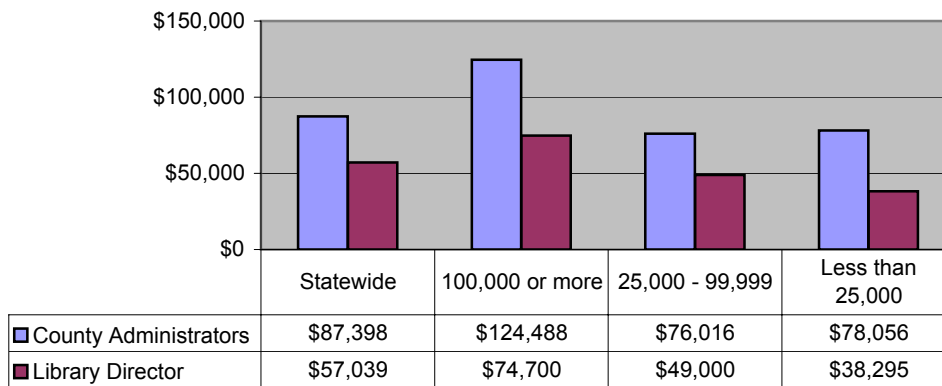


Survey of South Carolina Librarian Salaries 2005
Director - Public Libraries

Median Salary: County Library Directors and County Administrators*

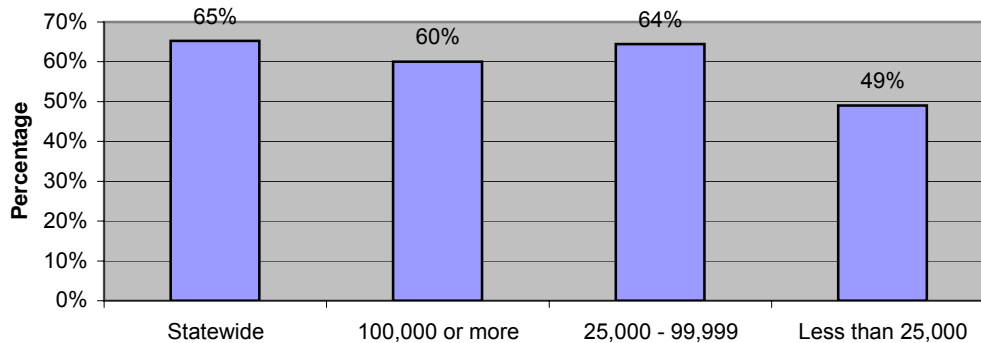
| | County Administrators | Library Director |
|------------------|-----------------------|------------------|
| Statewide | \$87,398 | \$57,039 |
| 100,000 or more | \$124,488 | \$74,700 |
| 25,000 - 99,999 | \$76,016 | \$49,000 |
| Less than 25,000 | \$78,056 | \$38,295 |

**County Administration and Library Director -- Median Salary
By Population Size**



| | Percentage |
|------------------|------------|
| Statewide | 65% |
| 100,000 or more | 60% |
| 25,000 - 99,999 | 64% |
| Less than 25,000 | 49% |

**Median Library Director Salary as
Percentage of County Administrator Salary
By Population Size**

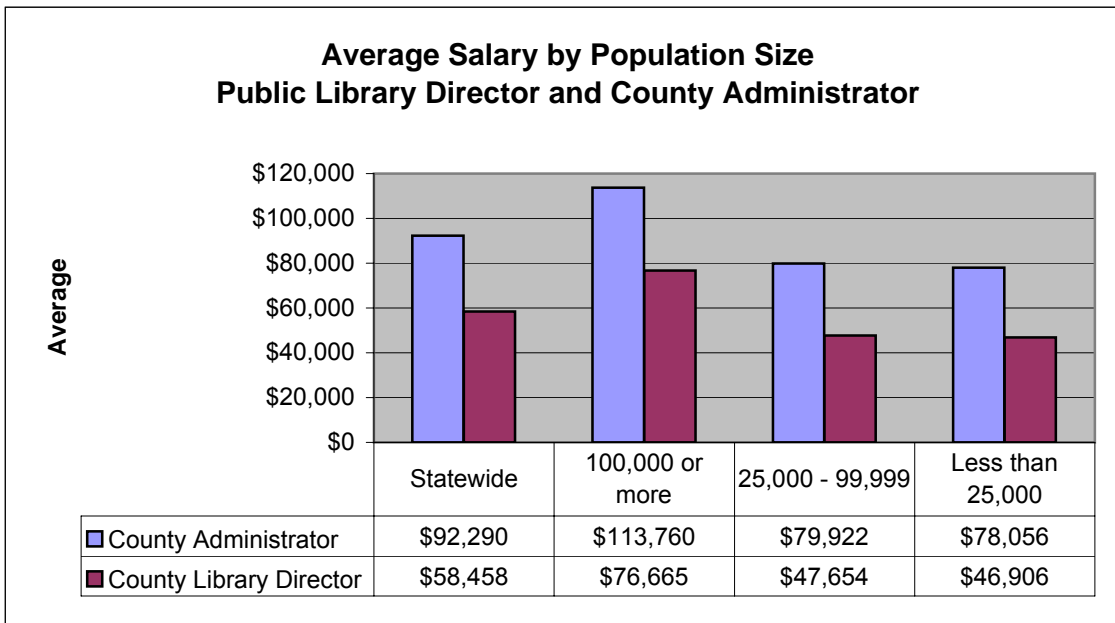


* Source: 2005 Wage and Salary Rept. S.C. Assn of Counties, Feb. 2005

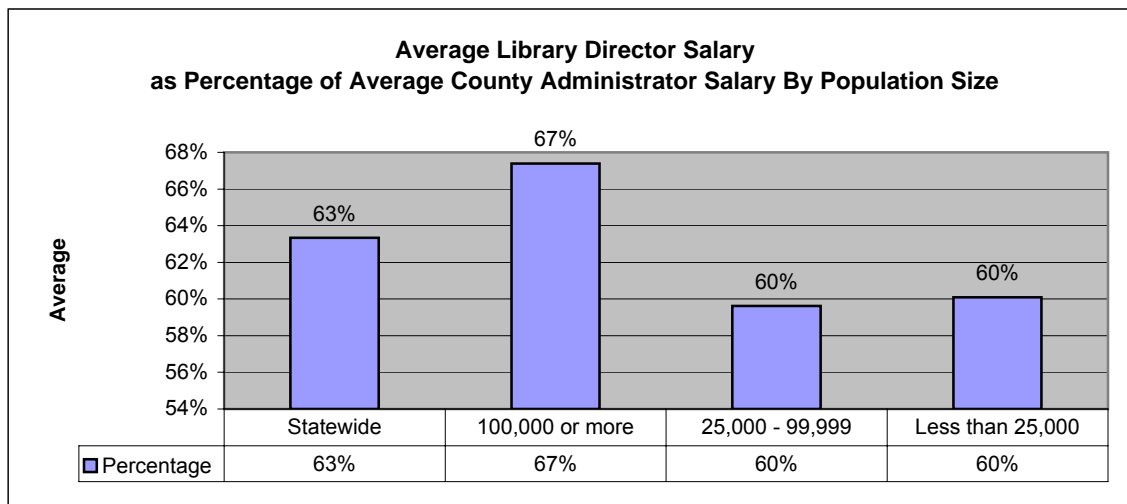
Survey of South Carolina Librarian Salaries 2005
Director - Public Libraries

Average Salary: County Library Directors and County Administrators*

| | County Administrator | County Library Director |
|------------------|----------------------|-------------------------|
| Statewide | \$92,290 | \$58,458 |
| 100,000 or more | \$113,760 | \$76,665 |
| 25,000 - 99,999 | \$79,922 | \$47,654 |
| Less than 25,000 | \$78,056 | \$46,906 |



| | Percentage |
|------------------|------------|
| Statewide | 63% |
| 100,000 or more | 67% |
| 25,000 - 99,999 | 60% |
| Less than 25,000 | 60% |



* Source: 2005 Wage and Salary Rept. S.C. Assn of Counties, Feb. 2005

Survey of South Carolina Librarian Salaries 2005

Deputy Director - Public Libraries

| Deputy Director - Large Public Libraries (Serving a population of 100,000 or more) | | | | | | |
|--|----------------|----------------|-----------------------|---------------|-----------------------|----------------|
| | Average | Minimum | First Quartile | Median | Third Quartile | Maximum |
| National N=507 | \$75,046 | \$26,500 | \$59,655 | \$72,750 | \$88,000 | \$170,000 |
| Southeastern N=122 | \$64,494 | \$26,500 | \$49,053 | \$63,276 | \$76,295 | \$114,754 |
| South Carolina N=11 R=4 (37%) | \$61,324 | \$39,160 | \$51,231 | \$57,441 | \$73,252 | \$87,318 |

| Deputy Director - Medium-sized Public Libraries (Serving a population of 25,000 - 99,000) | | | | | | |
|---|----------------|----------------|-----------------------|---------------|-----------------------|----------------|
| | Average | Minimum | First Quartile | Median | Third Quartile | Maximum |
| National N=287 | \$53,452 | \$17,076 | \$40,312 | \$52,000 | \$62,650 | \$100,968 |
| Southeastern N=57 | \$43,332 | \$19,011 | \$34,578 | \$42,329 | \$52,250 | \$68,448 |
| South Carolina N=7 R=4 (57%) | \$38,753 | \$29,261 | \$34,400 | \$39,275 | \$40,727 | \$52,480 |

| Deputy Director - Small Public Libraries (Serving a population of less than 25,000) | |
|---|--|
| National N= Southeastern N= South Carolina N= | Small Public Libraries reported no Deputy Director Positions |

| Deputy Director - All Public and Academic Libraries (National and Southeastern data includes academic salaries) | | | | | | |
|---|----------------|----------------|-----------------------|---------------|-----------------------|----------------|
| | Average | Minimum | First Quartile | Median | Third Quartile | Maximum |
| National N=1,222 | \$66,497 | \$17,076 | \$49,416 | \$64,511 | \$79,837 | \$170,000 |
| Southeastern N=268 | \$58,687 | \$19,011 | \$43,134 | \$55,195 | \$72,578 | \$114,754 |
| South Carolina N=18 R=9 (44%) | \$52,546 | \$29,261 | \$39,555 | \$50,933 | \$59,393 | \$87,318 |

N= the number of staff reported

R= the number of staff eligible to retire in next 5 years

Survey of South Carolina Librarian Salaries 2005

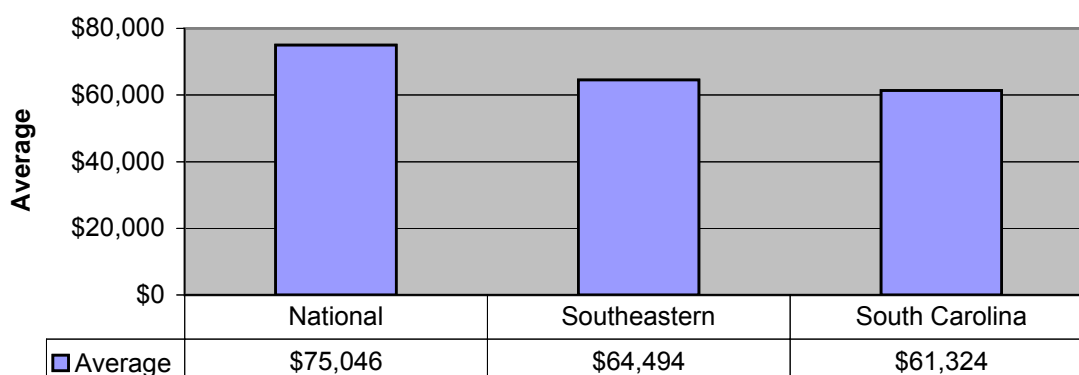
Deputy Director - Public Libraries

Deputy Director -- Large Public Libraries

(Serving a population of 100,000 or more)

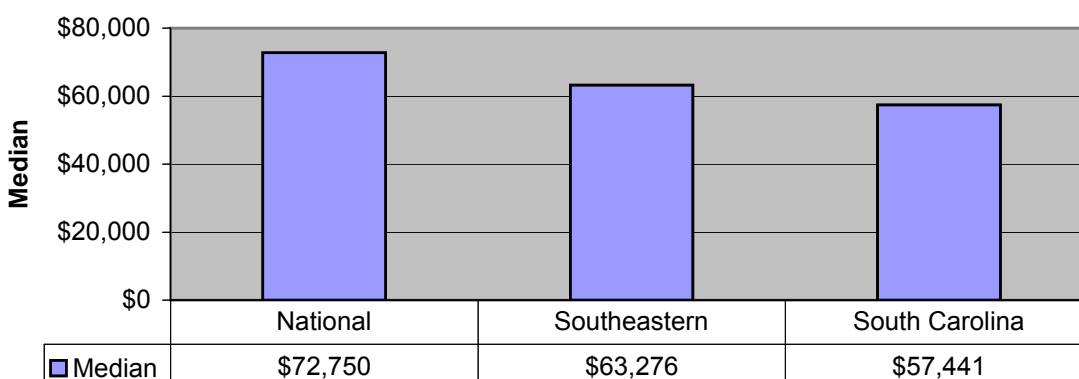
| | Average | % SE | % National |
|----------------|----------|------|------------|
| National | \$75,046 | | |
| Southeastern | \$64,494 | | |
| South Carolina | \$61,324 | 95% | 82% |

Deputy Director - Average Salary Large Public Libraries



| | Median | % SE | % National |
|----------------|----------|------|------------|
| National | \$72,750 | | |
| Southeastern | \$63,276 | | |
| South Carolina | \$57,441 | 91% | 79% |

Deputy Director - Median Salary Large Public Libraries



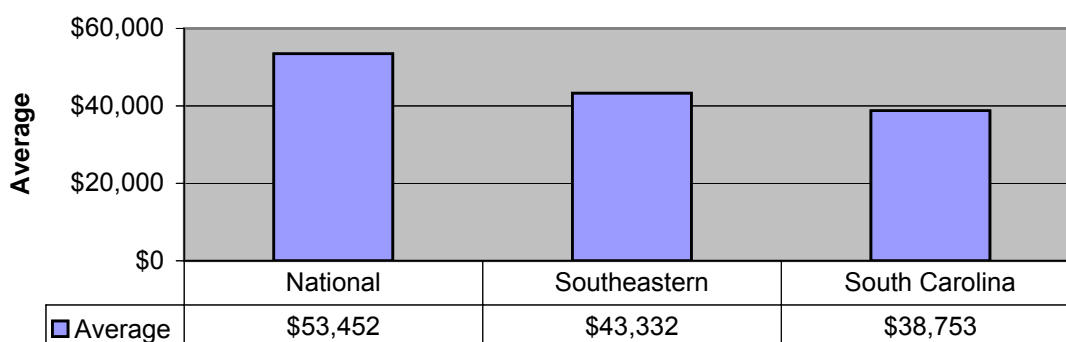
Survey of South Carolina Librarian Salaries 2005

Deputy Director - Public Libraries

Deputy Director -- Medium-sized Public Libraries
(Serving a population of 25,000 - 99,000)

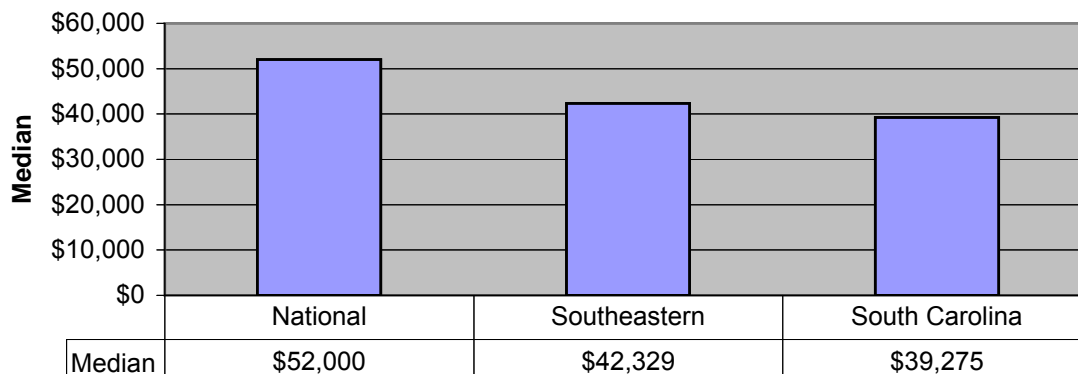
| | Average | % SE | % Natl |
|----------------|----------|------|--------|
| National | \$53,452 | | |
| Southeastern | \$43,332 | | |
| South Carolina | \$38,753 | 89% | 73% |

Deputy Director - Average Salary Medium-sized Public Libraries



| | Median | % SE | % Natl |
|----------------|----------|------|--------|
| National | \$52,000 | | |
| Southeastern | \$42,329 | | |
| South Carolina | \$39,275 | 93% | 76% |

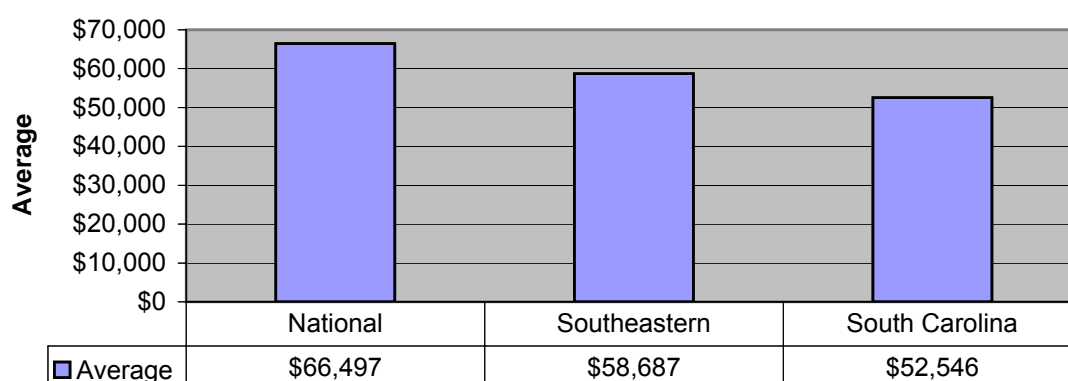
Deputy Director - Median Salary Medium-sized Public Libraries



Survey of South Carolina Librarian Salaries 2005
Deputy Director - Public Libraries
Deputy Director
All Public and Academic Libraries*

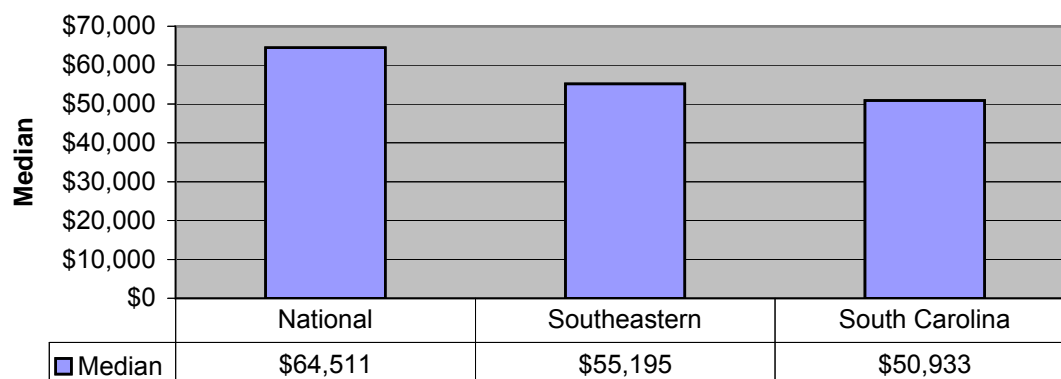
| | Average | % SE | % Natl |
|----------------|----------|------|--------|
| National | \$66,497 | | |
| Southeastern | \$58,687 | | |
| South Carolina | \$52,546 | 90% | 79% |

Deputy Director - Average Salary



| | Median | % SE | % Natl |
|----------------|----------|------|--------|
| National | \$64,511 | | |
| Southeastern | \$55,195 | | |
| South Carolina | \$50,933 | 92% | 79% |

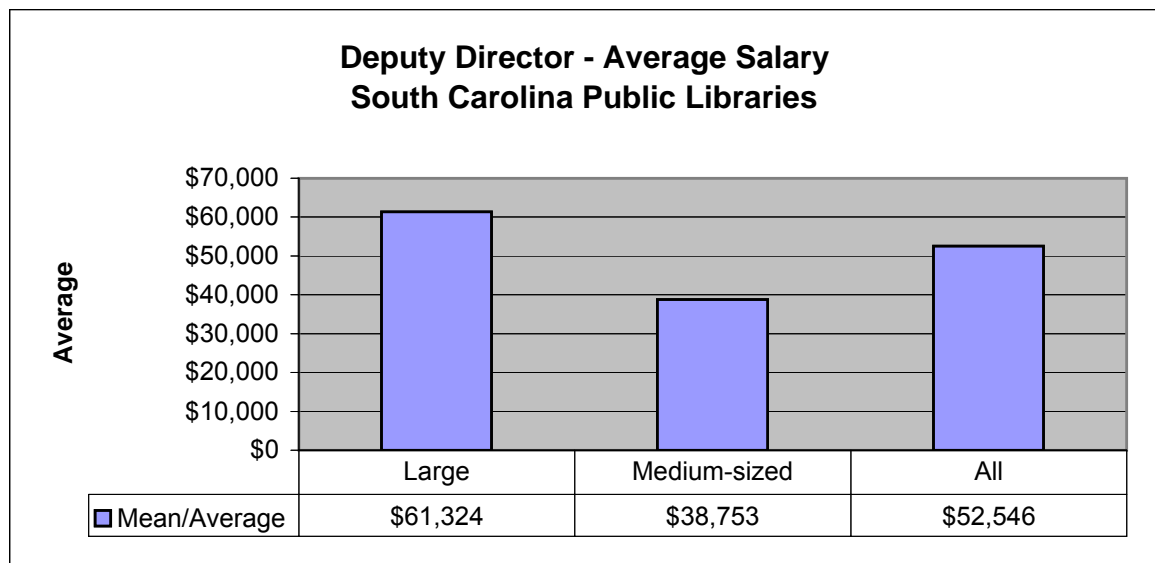
Deputy Director - Median Salary



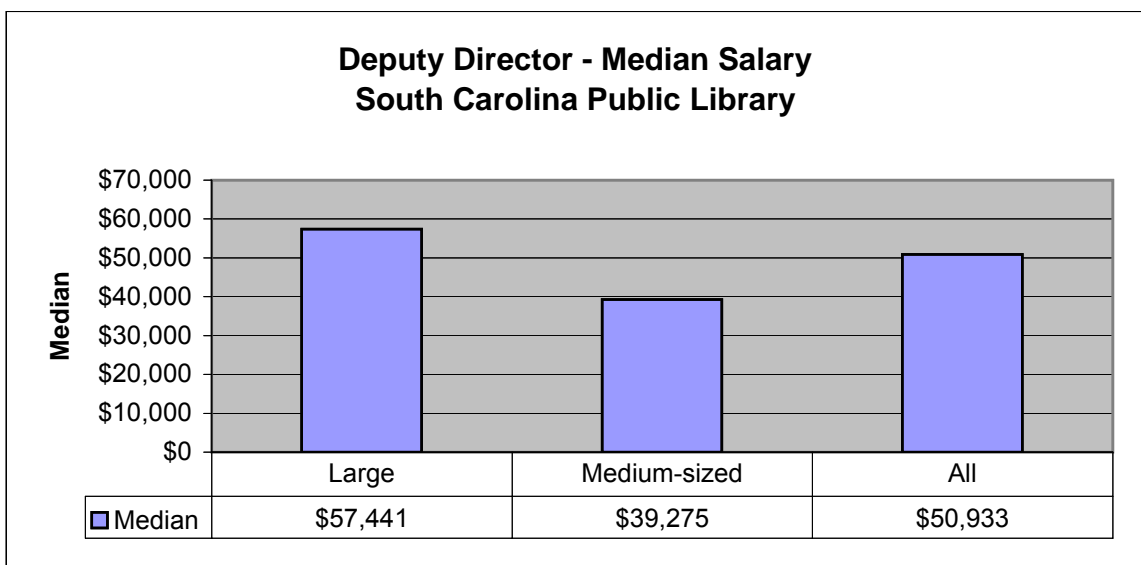
*National and Southeastern data includes public library and academic library salaries.

Survey of South Carolina Librarian Salaries 2005
Deputy Director - Public Libraries
 South Carolina Public Library Deputy Director Salaries

| | Mean/Average | |
|--------------|--------------|--|
| Large | \$61,324 | |
| Medium-sized | \$38,753 | |
| All | \$52,546 | |



| | Median |
|--------------|----------|
| Large | \$57,441 |
| Medium-sized | \$39,275 |
| All | \$50,933 |



Survey of South Carolina Librarian Salaries 2005

Department Heads - Public Libraries

| Department Heads/Coordinators/Senior Managers - Large Public Libraries (Serving a population of 100,000 or more) | | | | | | |
|---|----------|----------|----------------|----------|----------------|-----------|
| | Average | Minimum | First Quartile | Median | Third Quartile | Maximum |
| National N=3,109 | \$57,479 | \$30,256 | \$48,799 | \$55,916 | \$63,950 | \$133,350 |
| Southeastern N=593 | \$54,217 | \$30,256 | \$45,335 | \$55,464 | \$60,420 | \$87,608 |
| South Carolina N=69 R=17 (25%) | \$48,225 | \$31,898 | \$41,039 | \$46,883 | \$53,606 | \$68,648 |

| Department Heads/Coordinators/Senior Managers - Medium-sized Public Libraries (Serving a population of 25,000 - 99,000) | | | | | | |
|--|----------|----------|----------------|----------|----------------|-----------|
| | Average | Minimum | First Quartile | Median | Third Quartile | Maximum |
| National N=431 | \$52,796 | \$27,000 | \$42,931 | \$52,200 | \$60,886 | \$138,338 |
| Southeastern N=33 | \$42,927 | \$28,565 | \$34,300 | \$38,691 | \$50,861 | \$73,441 |
| South Carolina N=11 R=4 (12%) | \$35,406 | \$28,300 | \$33,015 | \$35,834 | \$37,545 | \$40,331 |

| Department Heads/Coordinators/Senior Managers - Small Public Libraries (Serving a population of less than 25,000) | | | | | | |
|--|---|--|--|--|--|--|
| National N= | Small Public Libraries reported no Department Heads Positions | | | | | |
| Southeastern N= | | | | | | |
| South Carolina N= | | | | | | |

| Department Heads/Coordinators/Senior Managers - All Public and Academic Libraries (National and Southeastern data includes academic salaries) | | | | | | |
|--|----------|----------|----------------|----------|----------------|-----------|
| | Average | Minimum | First Quartile | Median | Third Quartile | Maximum |
| National N=3,937 | \$56,690 | \$27,000 | \$48,108 | \$55,465 | \$63,535 | \$138,338 |
| Southeastern N=706 | \$53,351 | \$28,565 | \$44,341 | \$55,287 | \$59,980 | \$87,608 |
| South Carolina N=80 R=21 (26%) | \$46,462 | \$28,300 | \$39,178 | \$43,191 | \$53,577 | \$68,648 |

N= the number of staff reported

R= the number of staff eligible to retire in next 5 years

Survey of South Carolina Librarian Salaries 2005

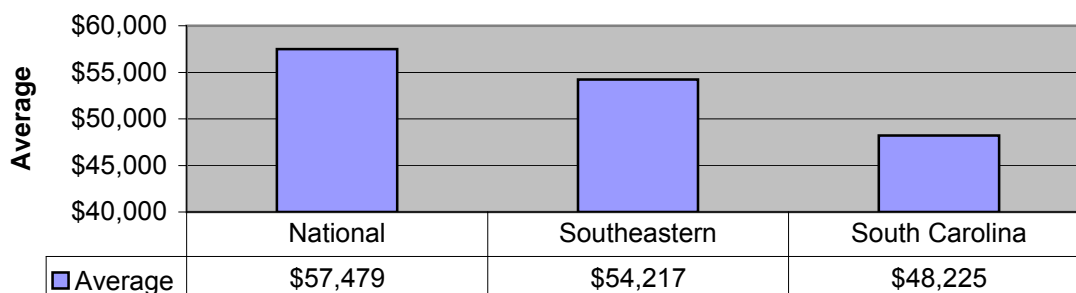
Department Heads - Public Libraries

Department Heads/Coordinators/Senior Managers Large Public Libraries

(Serving a population of 100,000 or more)

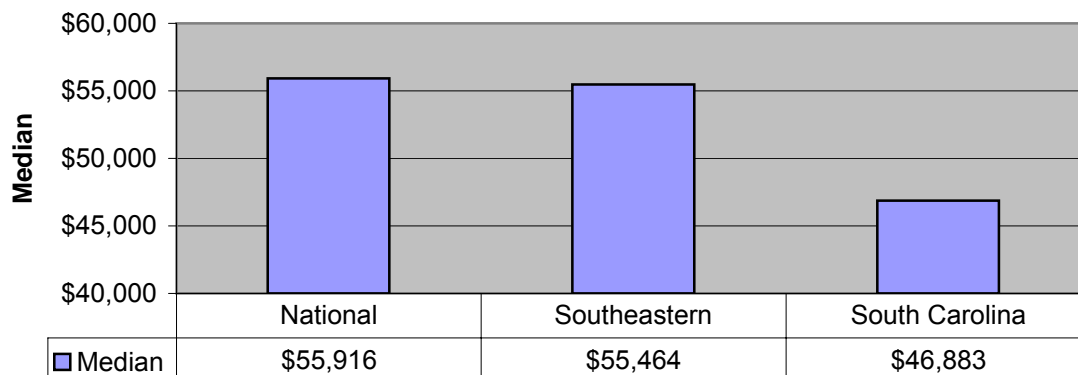
| | Average | % SE | % Natl |
|----------------|----------|------|--------|
| National | \$57,479 | | |
| Southeastern | \$54,217 | | |
| South Carolina | \$48,225 | 89% | 84% |

Department Head -- Average Salary Large Public Libraries



| | Median | % SE | % Natl |
|----------------|----------|------|--------|
| National | \$55,916 | | |
| Southeastern | \$55,464 | | |
| South Carolina | \$46,883 | 85% | 84% |

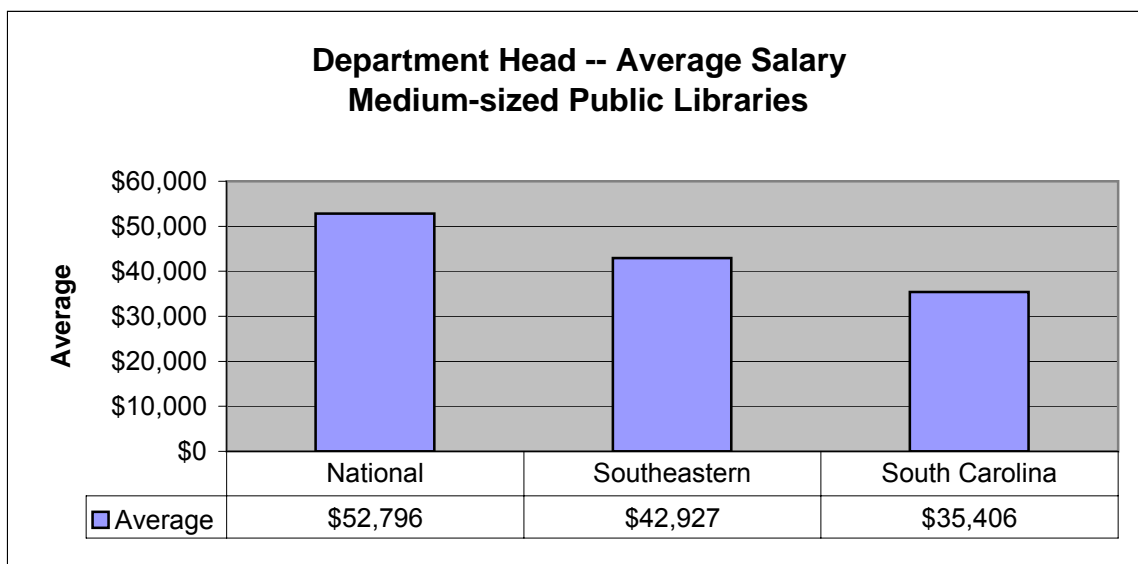
Department Head -- Median Salary Large Public Libraries



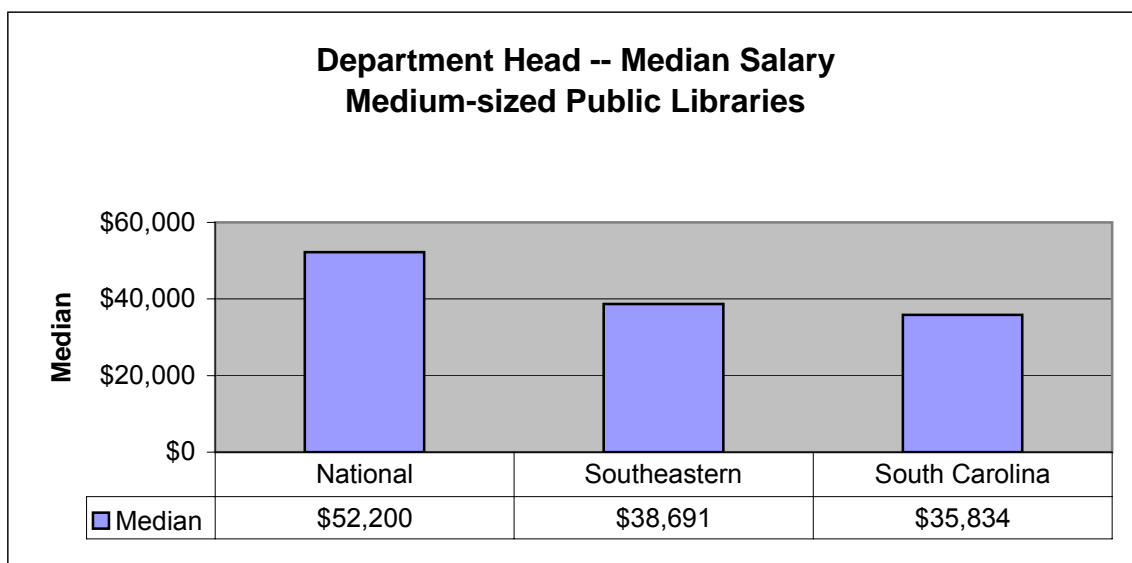
Survey of South Carolina Librarian Salaries 2005 **Department Heads - Public Libraries**

Department Heads/Coordinators/Senior Managers **Medium-size Public Libraries** **(Serving a population of 25,000 - 99,000)**

| | Average | % SE | % Natl |
|----------------|----------|------|--------|
| National | \$52,796 | | |
| Southeastern | \$42,927 | | |
| South Carolina | \$35,406 | 82% | 67% |



| | Median | % SE | % Natl |
|----------------|----------|------|--------|
| National | \$52,200 | | |
| Southeastern | \$38,691 | | |
| South Carolina | \$35,834 | 93% | 69% |

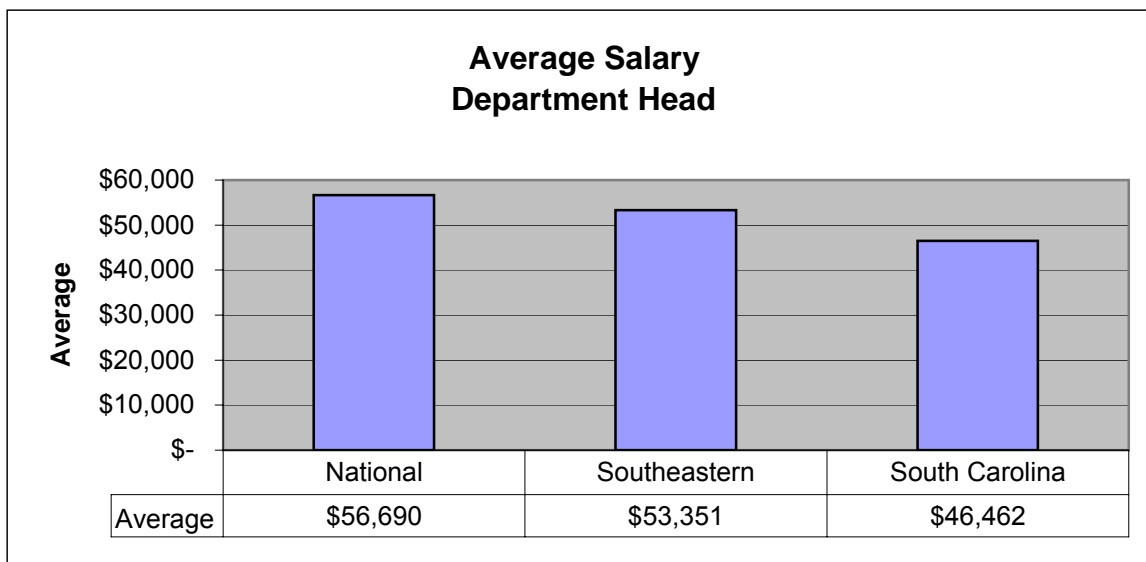


Survey of South Carolina Librarian Salaries 2005

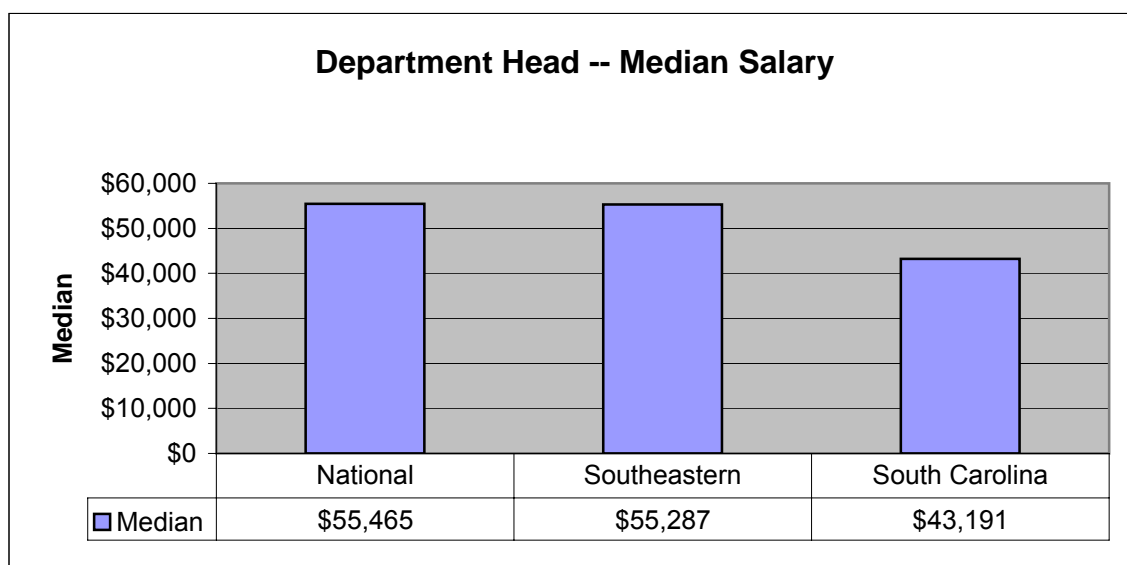
Department Heads - Public Libraries

Department Heads/Coordinators/Senior Managers All Libraries*

| | Average | % SE | % Natl |
|----------------|-----------|------|--------|
| National | \$ 56,690 | | |
| Southeastern | \$ 53,351 | | |
| South Carolina | \$ 46,462 | 87% | 82% |



| | Median | % SE | % Natl |
|----------------|----------|------|--------|
| National | \$55,465 | | |
| Southeastern | \$55,287 | | |
| South Carolina | \$43,191 | 78% | 78% |

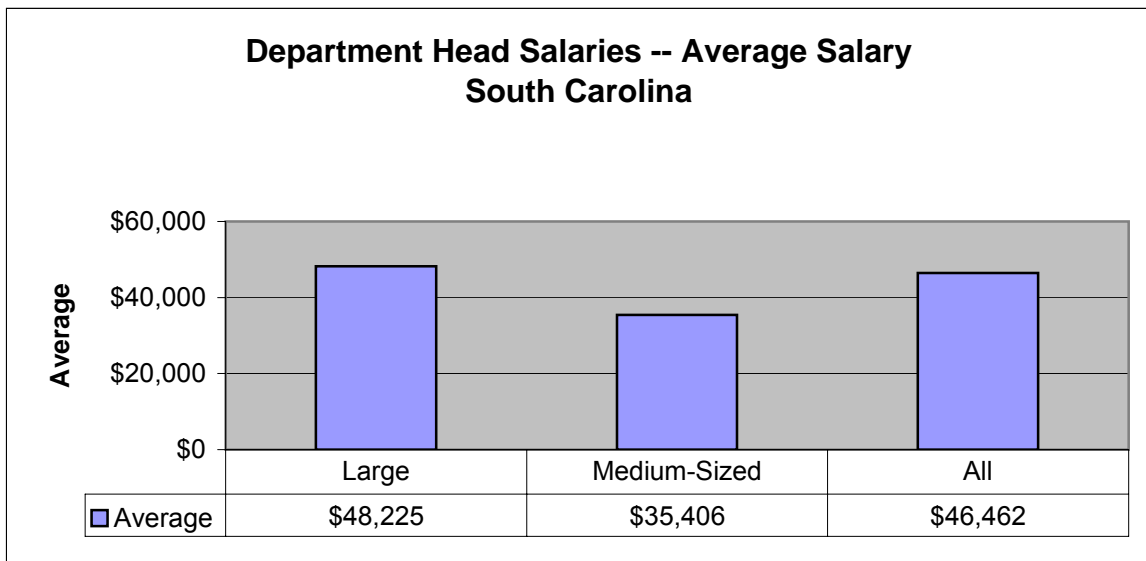


*National and Southeastern data includes public library and academic library salaries.

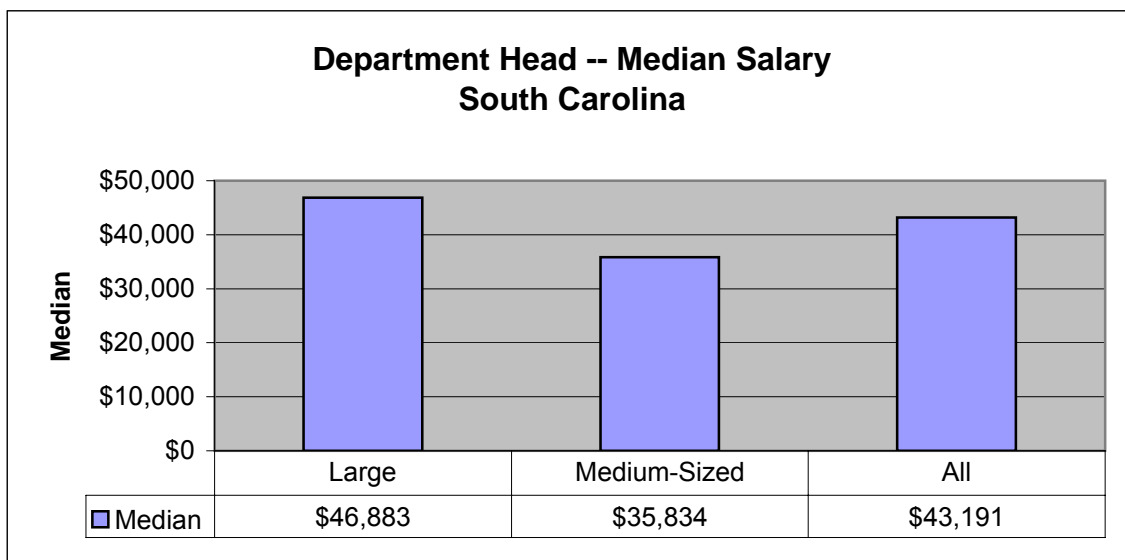
Survey of South Carolina Librarian Salaries 2005 **Department Heads - Public Libraries**

South Carolina Department Heads/Coordinators/ Senior Managers Salary

| | Average |
|--------------|----------|
| Large | \$48,225 |
| Medium-Sized | \$35,406 |
| All | \$46,462 |



| | Median |
|--------------|----------|
| Large | \$46,883 |
| Medium-Sized | \$35,834 |
| All | \$43,191 |



Survey of South Carolina Librarian Salaries 2005

Manager/Supervisors of Support Staff - Public Libraries

| Managers/Supervisors of Support Staff Large Public Libraries (Serving a population of 100,000 or more) | | | | | | |
|--|----------|----------|----------------|----------|----------------|-----------|
| | Average | Minimum | First Quartile | Median | Third Quartile | Maximum |
| National N=1,593 | \$47,438 | \$20,307 | \$39,506 | \$45,627 | \$53,300 | \$140,000 |
| Southeastern N=365 | \$43,931 | \$20,307 | \$36,982 | \$42,429 | \$49,566 | \$91,800 |
| South Carolina N=72 R=9 (11%) | \$42,551 | \$29,019 | \$38,025 | \$41,178 | \$45,847 | \$65,325 |
| SC Media Spec (MLS +30) Class 7 | \$40,543 | \$32,211 | \$36,481 | \$40,749 | \$45,019 | \$47,722 |

| Managers/Supervisors of Support Staff Medium-sized Public Libraries (Serving a population of 25,000 - 99,000) | | | | | | |
|---|----------|----------|----------------|----------|----------------|----------|
| | Average | Minimum | First Quartile | Median | Third Quartile | Maximum |
| National N=414 | \$42,896 | \$23,254 | \$35,601 | \$42,158 | \$48,811 | \$77,879 |
| Southeastern N=49 | \$36,590 | \$25,750 | \$32,330 | \$35,232 | \$40,903 | \$58,302 |
| South Carolina N=8 R=2 (25%) | \$32,505 | \$26,222 | \$28,570 | \$32,505 | \$33,501 | \$40,394 |
| SC Media Spec (MLS +30) Class 7 | \$40,543 | \$32,211 | \$36,481 | \$40,749 | \$45,019 | \$47,722 |

| Managers/Supervisors of Support Staff Small Public Libraries (Serving a population of less than 25,000) | | | | | | |
|---|----------|----------|----------------|----------|----------------|----------|
| | Average | Minimum | First Quartile | Median | Third Quartile | Maximum |
| National N= | \$42,896 | \$23,254 | \$35,601 | \$42,158 | \$48,811 | \$77,879 |
| Southeastern N= | \$36,590 | \$25,750 | \$32,330 | \$35,232 | \$40,903 | \$58,302 |
| South Carolina N=2 R=0 | \$48,490 | \$38,351 | \$43,421 | \$48,490 | \$53,560 | \$58,629 |
| SC Media Spec (MLS +30) Class 7 | \$40,543 | \$32,211 | \$36,481 | \$40,749 | \$45,019 | \$47,722 |

| Managers/Supervisors of Support Staff All Public and Academic Libraries (National and Southeastern data includes academic salaries) | | | | | | |
|---|----------|----------|----------------|----------|----------------|-----------|
| | Average | Minimum | First Quartile | Median | Third Quartile | Maximum |
| National N=2,689 | \$46,648 | \$20,307 | \$38,376 | \$44,851 | \$53,054 | \$140,000 |
| Southeastern N=581 | \$42,764 | \$20,307 | \$36,031 | \$41,066 | \$48,702 | \$91,800 |
| South Carolina N=82 R=10 (12%) | \$41,202 | \$26,222 | \$36,470 | \$39,754 | \$44,619 | \$65,325 |
| SC Media Spec (MLS +30) Class 7 | \$40,543 | \$32,211 | \$36,481 | \$40,749 | \$45,019 | \$47,722 |

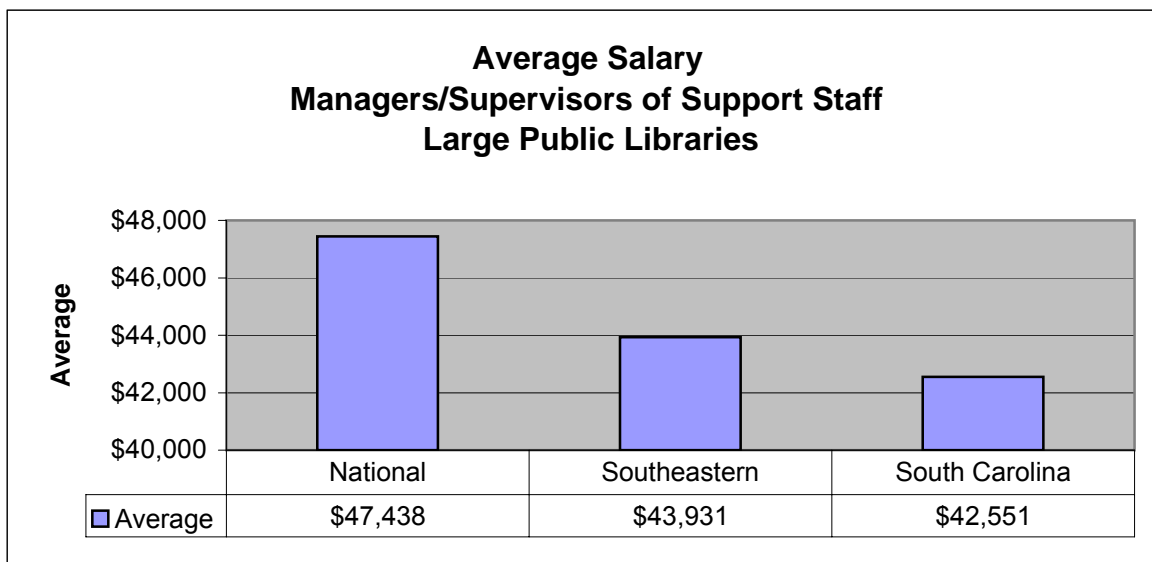
N= the number of staff reported

R= the number of staff eligible to retire in next 5 years

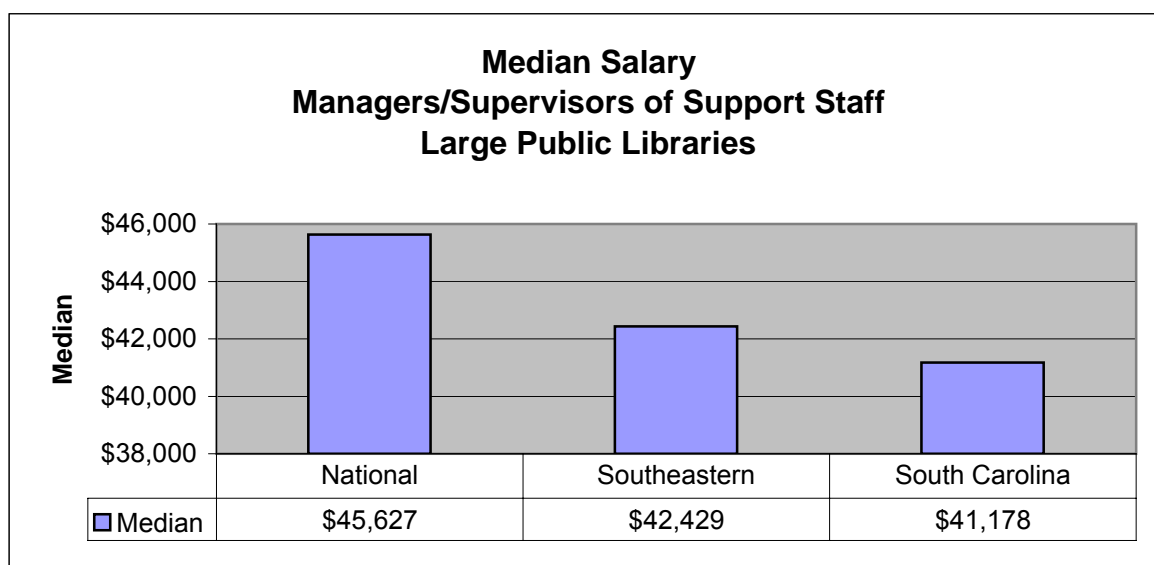
Survey of South Carolina Librarian Salaries 2005 **Manager/Supervisors of Support Staff - Public Libraries**

Large Public Libraries (Serving a population of 100,000 or more)

| | Average | % SE | % National |
|----------------|----------|------|------------|
| National | \$47,438 | | |
| Southeastern | \$43,931 | | |
| South Carolina | \$42,551 | 97% | 90% |



| | Median | % SE | % National |
|----------------|----------|------|------------|
| National | \$45,627 | | |
| Southeastern | \$42,429 | | |
| South Carolina | \$41,178 | 97% | 90% |



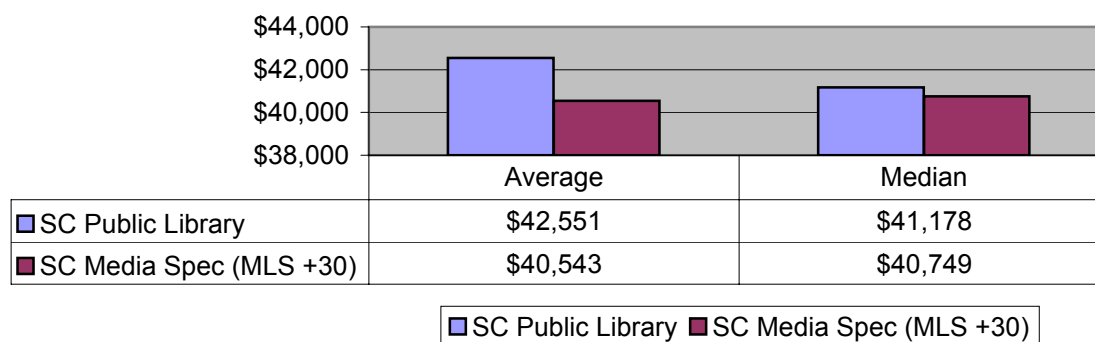
Survey of South Carolina Librarian Salaries 2005 **Manager/Supervisors of Support Staff - Public Libraries**

Managers/Supervisors of Support Staff **Large Public Libraries**

(Serving a population of 100,000 or more)

| | Average | Median |
|-------------------------|----------|----------|
| SC Public Library | \$42,551 | \$41,178 |
| SC Media Spec (MLS +30) | \$40,543 | \$40,749 |

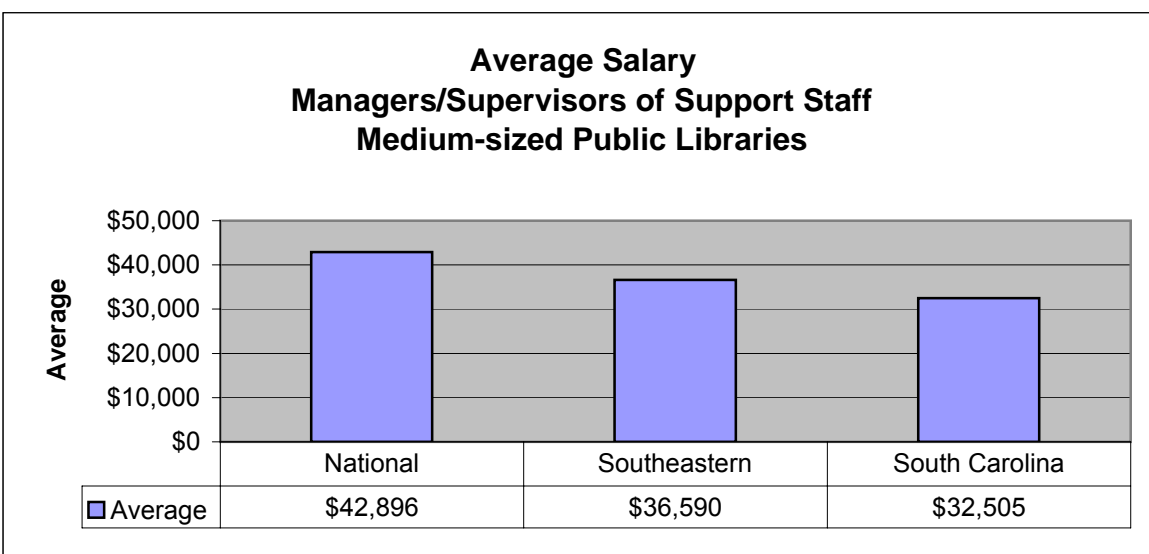
Salary of Managers/Supervisors of Support Staff
Large Public Libraries
Compared the SC Media Specialist (MLS+30)



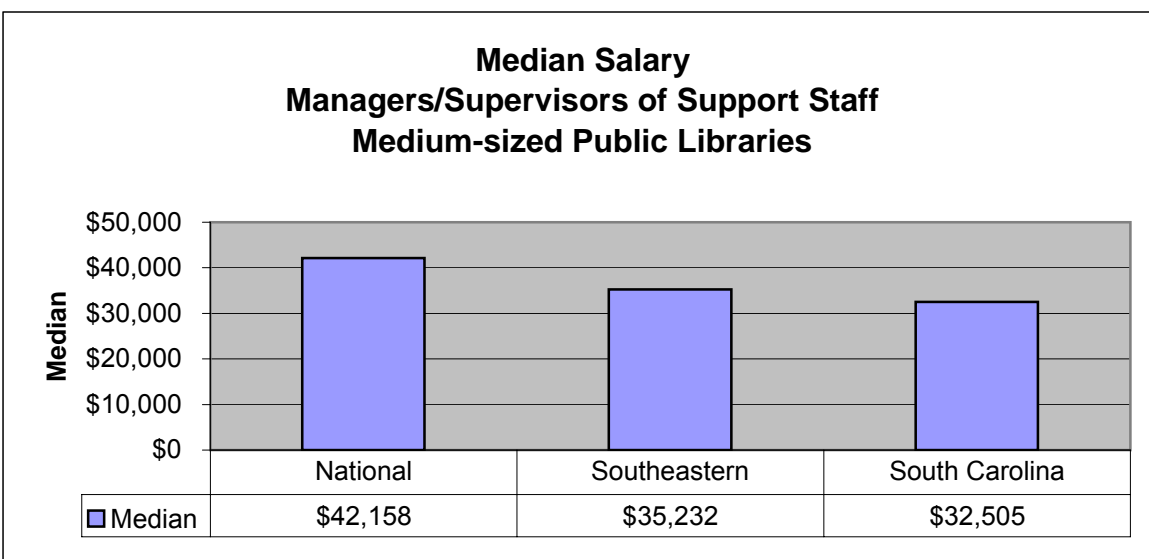
Survey of South Carolina Librarian Salaries 2005 **Manager/Supervisors of Support Staff - Public Libraries**

Managers/Supervisors of Support Staff **Medium-sized public libraries** (Serving a population of 25,000 - 99,000)

| | Average | % SE | % National |
|----------------|----------|------|------------|
| National | \$42,896 | | |
| Southeastern | \$36,590 | | |
| South Carolina | \$32,505 | 89% | 76% |



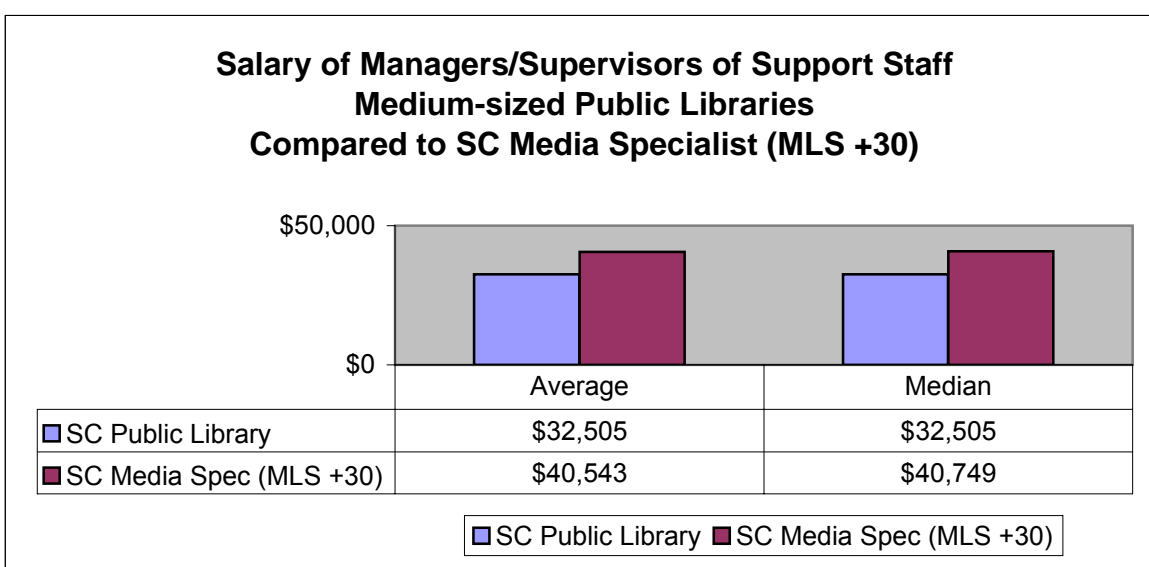
| | Median | % SE | % National |
|----------------|-----------|------|------------|
| National | \$ 42,158 | | |
| Southeastern | \$ 35,232 | | |
| South Carolina | \$ 32,505 | 92% | 77% |



Survey of South Carolina Librarian Salaries 2005 **Manager/Supervisors of Support Staff - Public Libraries**

Managers/Supervisors of Support Staff **Medium-sized public libraries** (Serving a population of 25,000 - 99,000)

| | Average | Median |
|-------------------------|----------|----------|
| SC Public Library | \$32,505 | \$32,505 |
| SC Media Spec (MLS +30) | \$40,543 | \$40,749 |

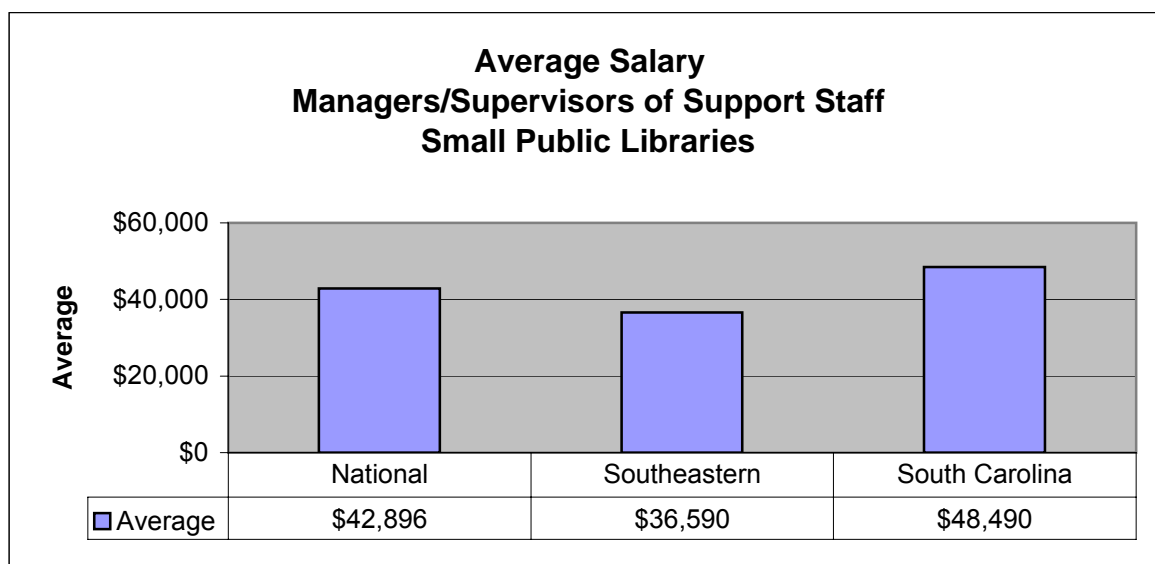


Survey of South Carolina Librarian Salaries 2005 **Manager/Supervisors of Support Staff - Public Libraries**

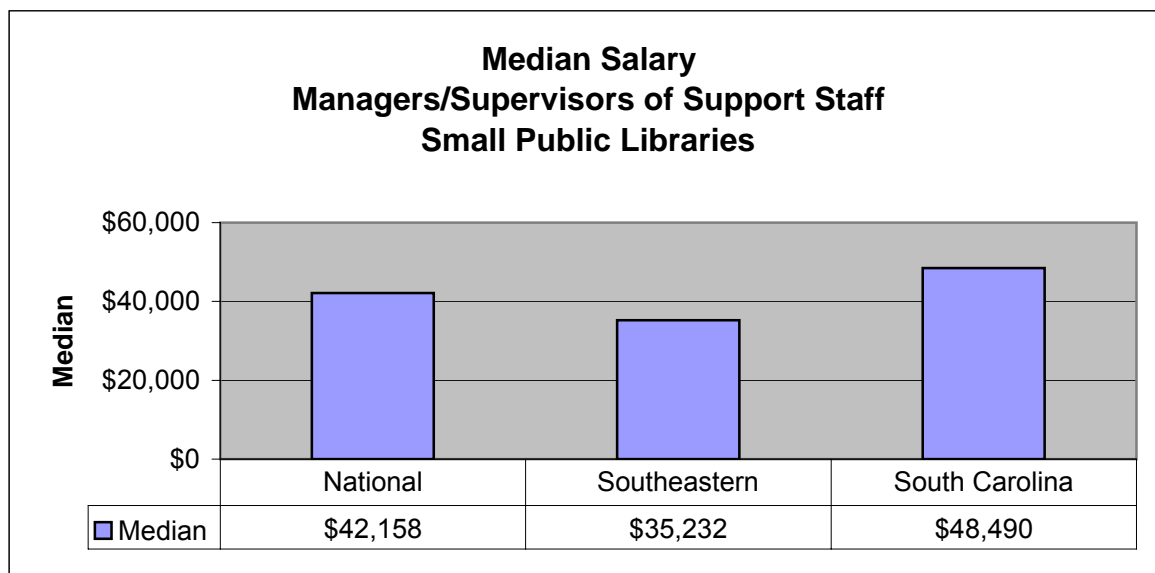
Managers/Supervisors of Support Staff **Small Public Libraries**

(Serving a population of less than 25,000)

| | Average | % SE | % National |
|----------------|----------|------|------------|
| National | \$42,896 | | |
| Southeastern | \$36,590 | | |
| South Carolina | \$48,490 | 133% | 113% |



| | Median | % SE | % National |
|----------------|----------|------|------------|
| National | \$42,158 | | |
| Southeastern | \$35,232 | | |
| South Carolina | \$48,490 | 138% | 115% |



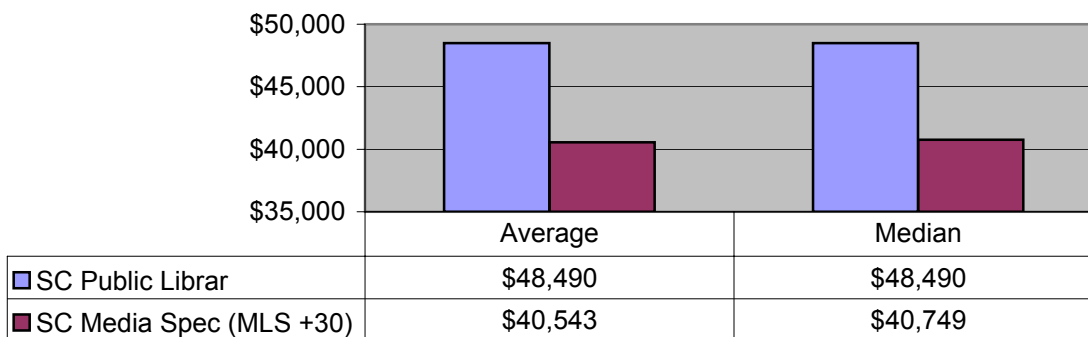
Survey of South Carolina Librarian Salaries 2005 **Manager/Supervisors of Support Staff - Public Libraries**

Managers/Supervisors of Support Staff **Small Public Libraries**

(Serving a population of less than 25,000)

| | Average | Median |
|-------------------------|----------|----------|
| SC Public Librar | \$48,490 | \$48,490 |
| SC Media Spec (MLS +30) | \$40,543 | \$40,749 |

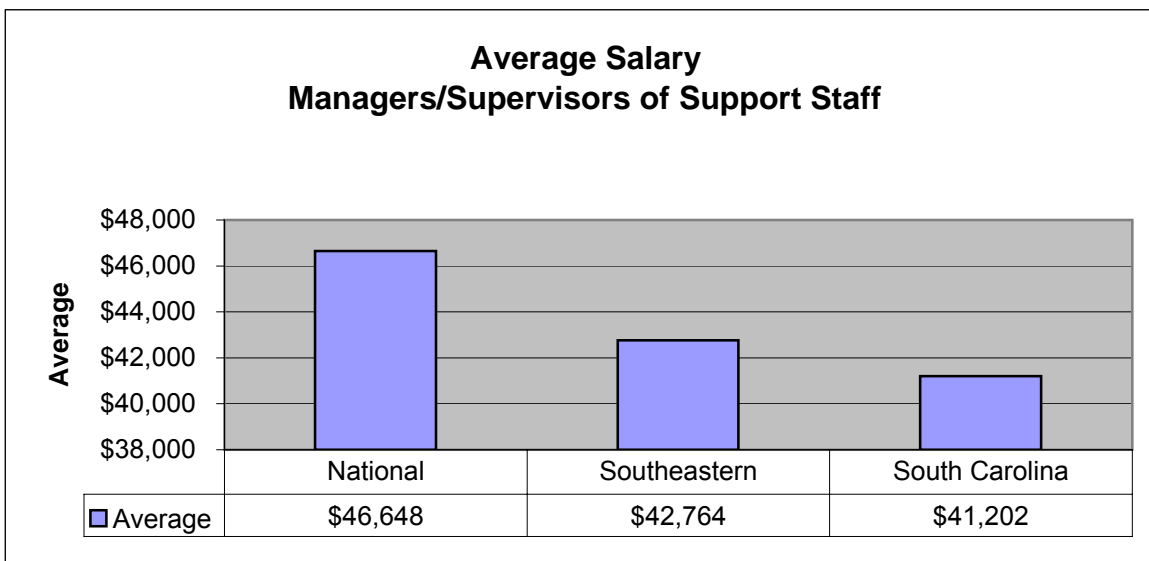
Salary of Managers/Supervisors of Support Staff
Small Public Libraries
Compared to S.C. Media Specialist (MLS +30)



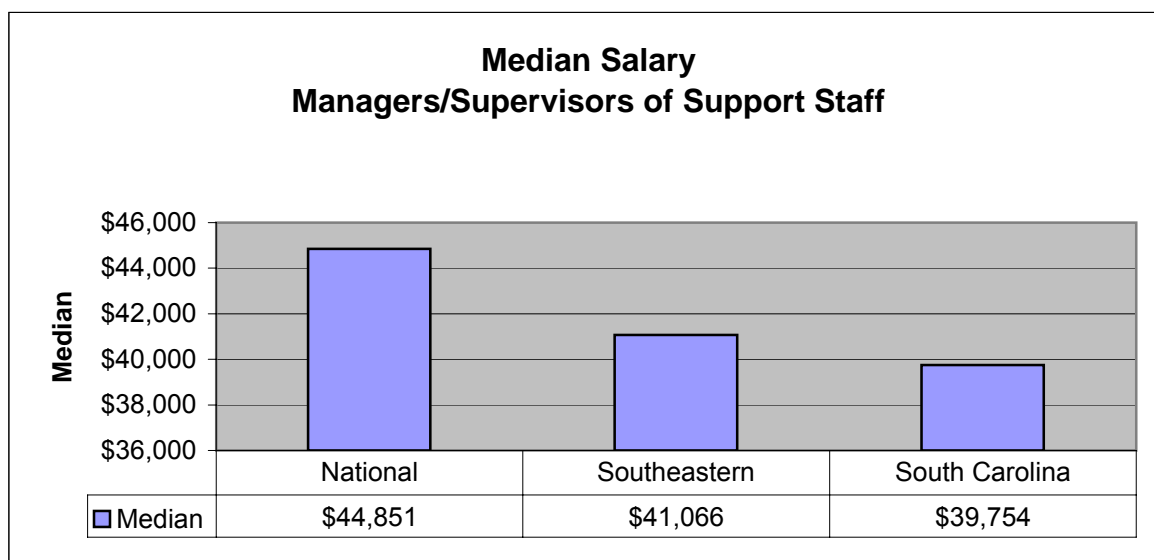
Survey of South Carolina Librarian Salaries 2005 **Manager/Supervisors of Support Staff - Public Libraries**

Managers/Supervisors of Support Staff **All Libraries**

| | Average | % SE | % National |
|----------------|-----------|------|------------|
| National | \$ 46,648 | | |
| Southeastern | \$ 42,764 | | |
| South Carolina | \$ 41,202 | 96% | 88% |



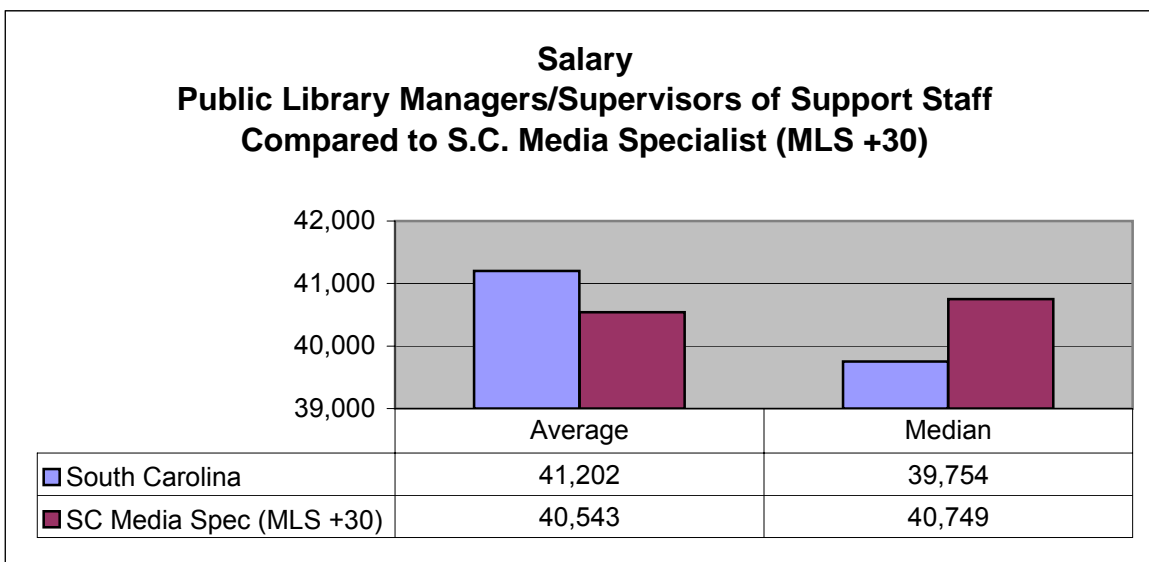
| | Median | % SE | % National |
|----------------|----------|------|------------|
| National | \$44,851 | | |
| Southeastern | \$41,066 | | |
| South Carolina | \$39,754 | 97% | 89% |



Survey of South Carolina Librarian Salaries 2005 **Manager/Supervisors of Support Staff - Public Libraries**

Salary: Managers in Public Libraries Compared to S.C. Media Specialist (MLS+30)

| | Average | Median |
|-------------------------|---------|--------|
| South Carolina | 41,202 | 39,754 |
| SC Media Spec (MLS +30) | 40,543 | 40,749 |



Survey of South Carolina Librarian Salaries 2005

Librarians Who Do Not Supervise - Public Libraries

| Large Public Libraries (Serving a population of 100,000 or more) | | | | | | |
|---|----------|----------|----------------|----------|----------------|----------|
| | Average | Minimum | First Quartile | Median | Third Quartile | Maximum |
| National N=3,707 | \$44,724 | \$21,971 | \$37,348 | \$43,126 | \$50,800 | \$76,119 |
| Southeastern N=448 | \$41,157 | \$21,971 | \$34,871 | \$38,993 | \$48,586 | \$65,134 |
| South Carolina N=115 R=15 (13%) | \$37,997 | \$27,141 | \$34,070 | \$37,146 | \$41,886 | \$48,472 |
| SC Media Specialist Class 1 | \$37,939 | \$29,625 | \$33,894 | \$38,162 | \$42,431 | \$45,003 |

| Librarians Who Do Not Supervise Medium-sized Public Libraries (Serving a population of 25,000 - 99,000) | | | | | | |
|---|----------|----------|----------------|----------|----------------|----------|
| | Average | Minimum | First Quartile | Median | Third Quartile | Maximum |
| National N=565 | \$43,287 | \$13,878 | \$36,949 | \$42,245 | \$49,024 | \$85,171 |
| Southeastern N=41 | \$37,374 | \$21,840 | \$29,275 | \$34,553 | \$39,144 | \$46,501 |
| South Carolina N=12 R=2 (17%) | \$31,419 | \$26,500 | \$28,000 | \$28,570 | \$30,806 | \$49,602 |
| SC Media Specialist Class 1 | \$37,939 | \$29,625 | \$33,894 | \$38,162 | \$42,431 | \$45,003 |

| Librarians Who Do Not Supervise Small Public Libraries (Serving a population of less than 25,000) | | | | | | |
|---|--|--|--|--|--|--|
| National N= | Small Public Libraries reported no Librarians Who Do Not Supervise Positions | | | | | |
| Southeastern N= | | | | | | |
| South Carolina N= | | | | | | |
| | | | | | | |

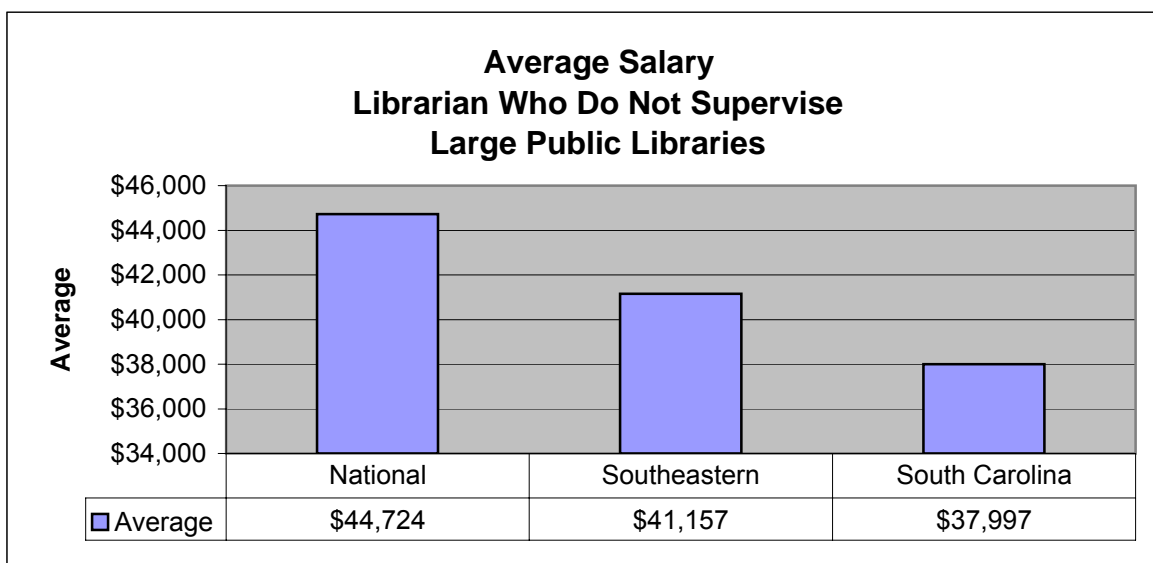
| Librarians Who Do Not Supervise All Public and Academic Libraries (National and Southeastern data includes academic salaries) | | | | | | |
|---|----------|----------|----------------|----------|----------------|-----------|
| | Average | Minimum | First Quartile | Median | Third Quartile | Maximum |
| National N=5,972 | \$45,554 | \$13,878 | \$37,815 | \$43,828 | \$51,303 | \$114,328 |
| Southeastern N=878 | \$42,116 | \$21,840 | \$35,765 | \$40,800 | \$48,586 | \$74,639 |
| South Carolina N=127 R=17 (13%) | \$37,345 | \$26,500 | \$33,072 | \$36,583 | \$41,886 | \$49,602 |
| SC Media Specialist Class 1 | \$37,939 | \$29,625 | \$33,894 | \$38,162 | \$42,431 | \$45,003 |

N= the number of staff reported

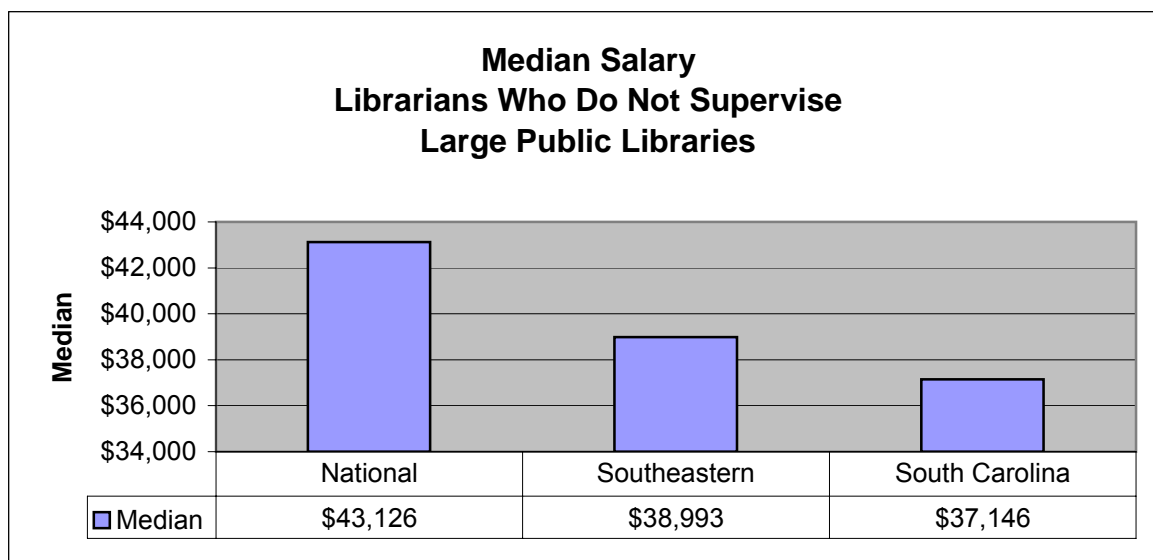
R= the number of staff eligible to retire in next 5 years

Survey of South Carolina Librarian Salaries 2005
Librarians Who Do Not Supervise - Public Libraries
Librarians Who Do Not Supervise
Large Public Libraries
(Serving a population of 100,000 or more)

| | Average | % SE | % Natl |
|---------------------|----------|------|--------|
| National | \$44,724 | | |
| Southeastern | \$41,157 | | |
| South Carolina | \$37,997 | 92% | 85% |
| SC Media Specialist | \$37,939 | | |

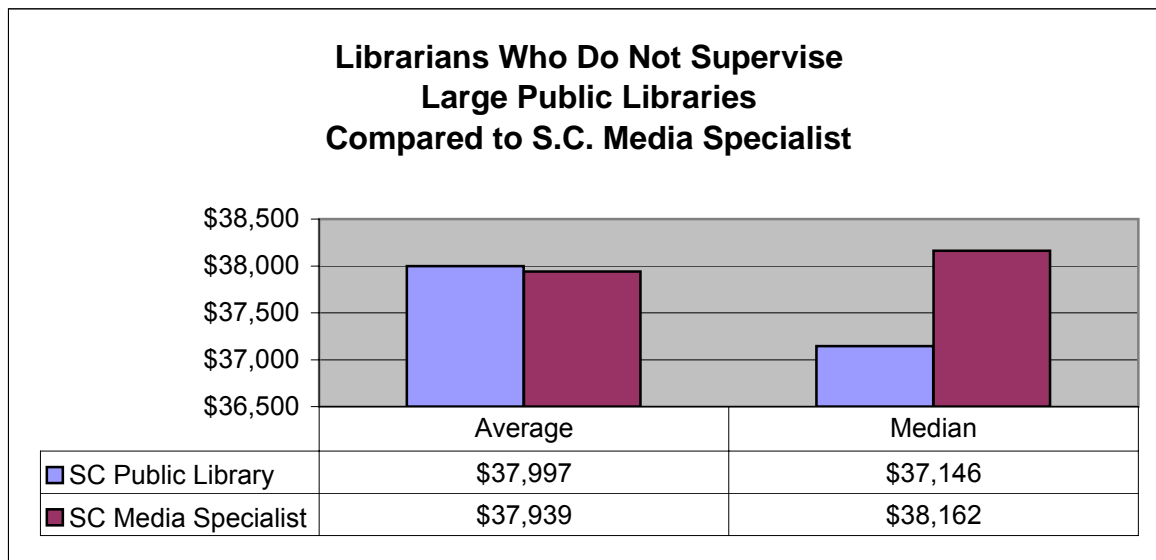


| | Median | % SE | % Natl |
|---------------------|----------|------|--------|
| National | \$43,126 | | |
| Southeastern | \$38,993 | | |
| South Carolina | \$37,146 | 95% | 86% |
| SC Media Specialist | \$38,162 | | |



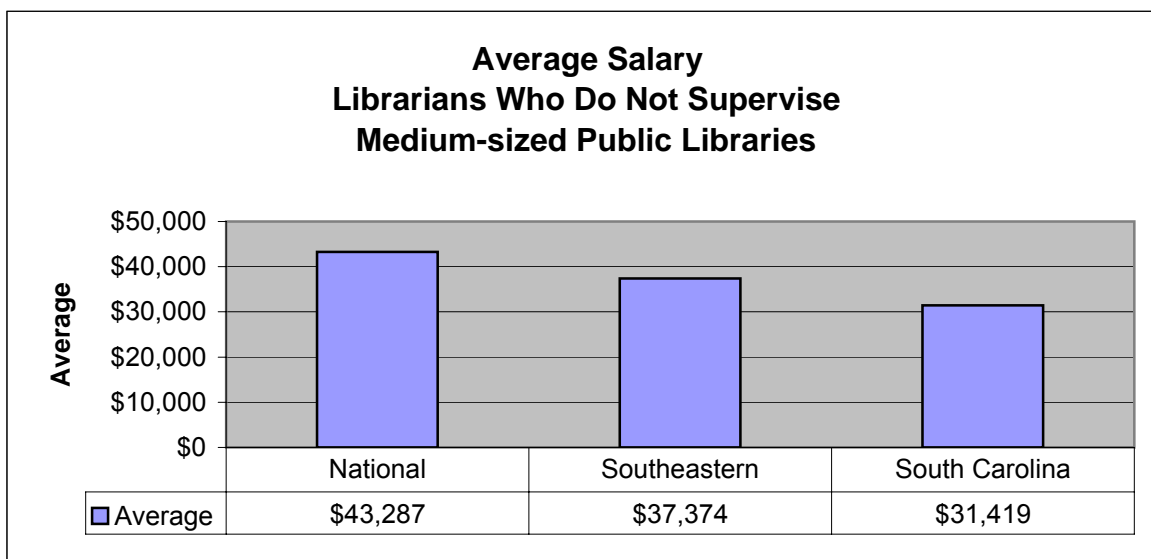
Survey of South Carolina Librarian Salaries 2005
Librarians Who Do Not Supervise - Public Libraries
Librarians Who Do Not Supervise
Large Public Libraries

| | Average | Median |
|---------------------|----------|----------|
| SC Public Library | \$37,997 | \$37,146 |
| SC Media Specialist | \$37,939 | \$38,162 |

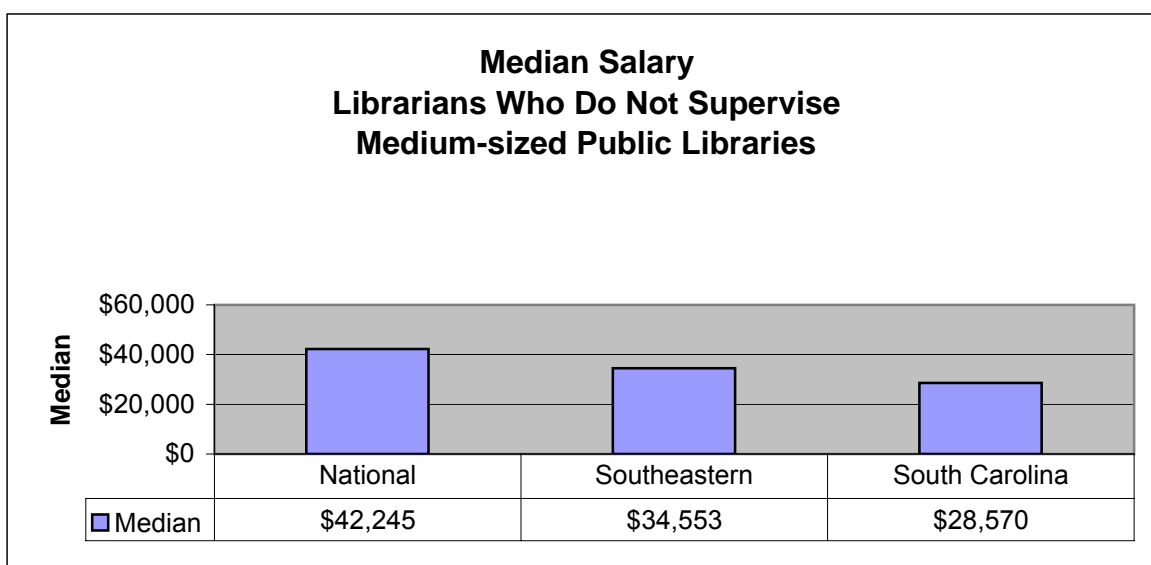


Survey of South Carolina Librarian Salaries 2005
Librarians Who Do Not Supervise - Public Libraries
Medium-sized Public Libraries
(Serving a population of 25,000 - 99,000)

| | Average | % SE | % Natl |
|---------------------|----------|------|--------|
| National | \$43,287 | | |
| Southeastern | \$37,374 | | |
| South Carolina | \$31,419 | 84% | 73% |
| SC Media Specialist | \$37,939 | | |

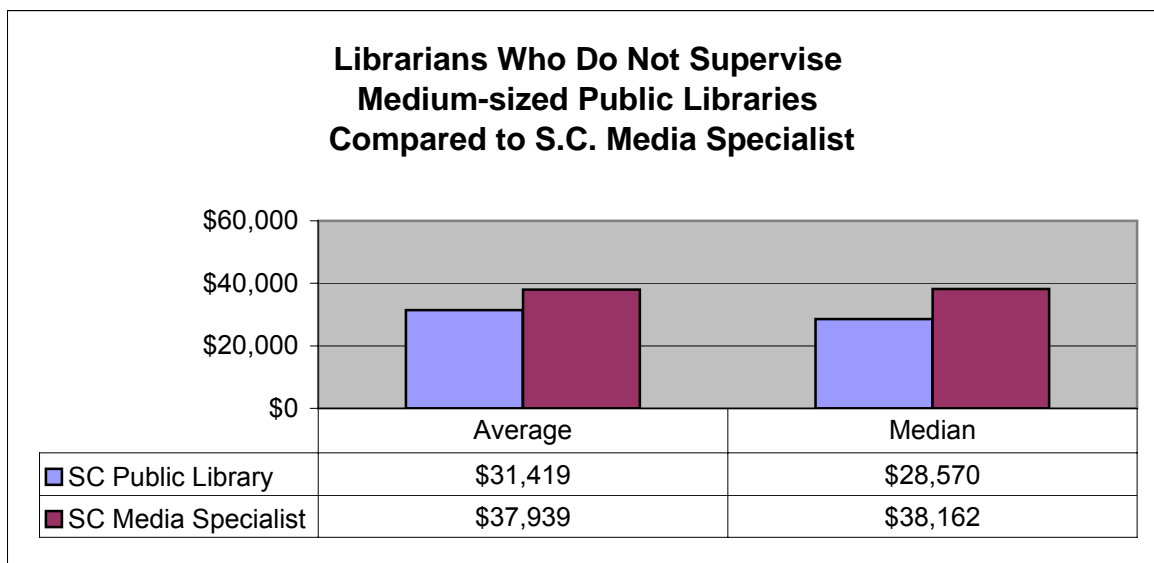


| | Median | % SE | % Natl |
|---------------------|----------|------|--------|
| National | \$42,245 | | |
| Southeastern | \$34,553 | | |
| South Carolina | \$28,570 | 83% | 68% |
| SC Media Specialist | \$38,162 | | |



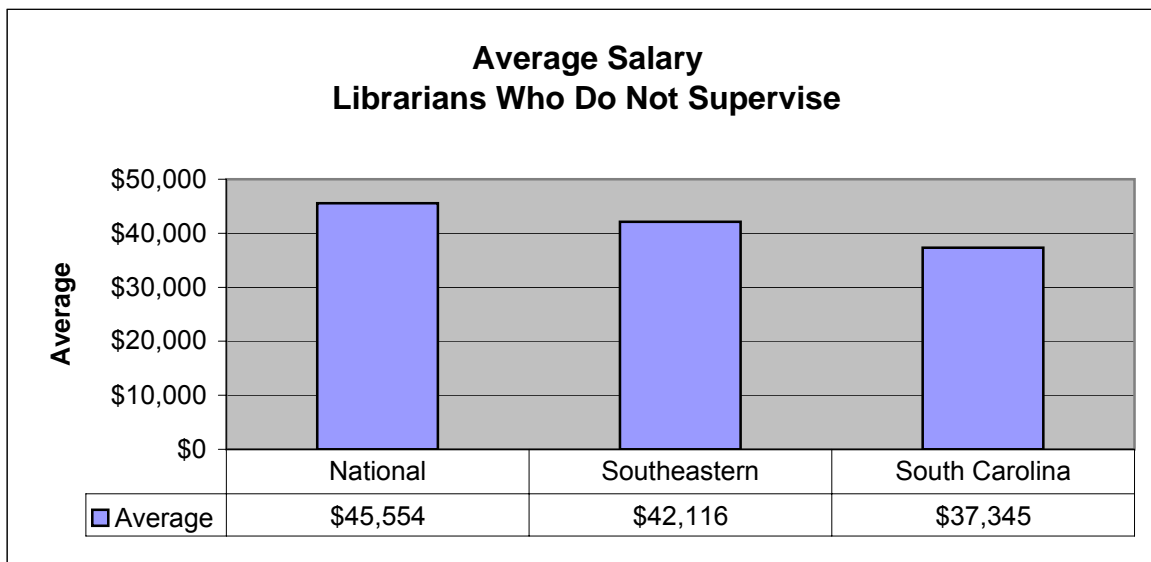
Survey of South Carolina Librarian Salaries 2005
Librarians Who Do Not Supervise - Public Libraries
 (Serving a population of 25,000 - 99,000)

| | Average | Median |
|---------------------|----------|----------|
| SC Public Library | \$31,419 | \$28,570 |
| SC Media Specialist | \$37,939 | \$38,162 |

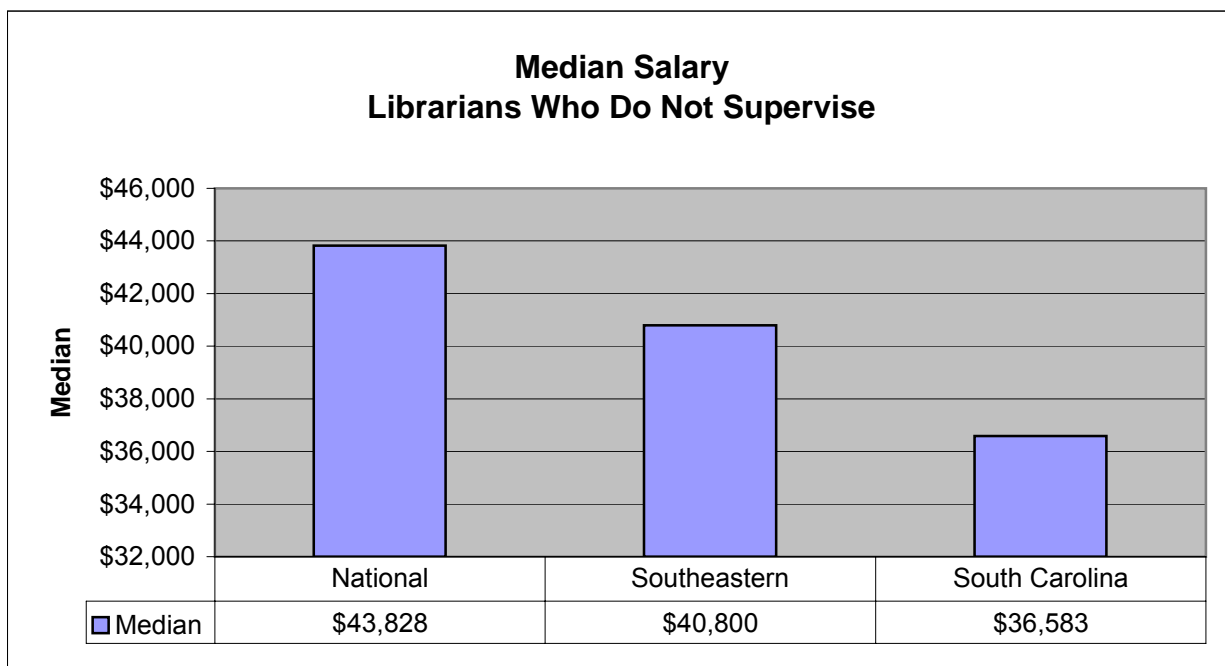


Survey of South Carolina Librarian Salaries 2005 **Librarians Who Do Not Supervise - Public Libraries**

| | Average | % SE | % Natl |
|----------------|----------|------|--------|
| National | \$45,554 | | |
| Southeastern | \$42,116 | | |
| South Carolina | \$37,345 | 89% | 82% |

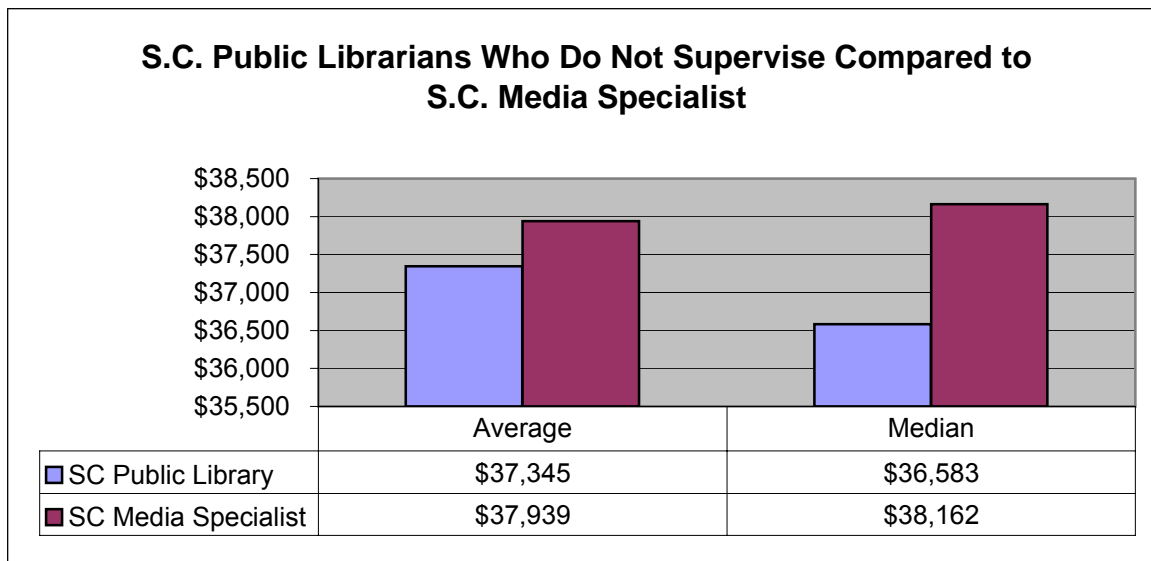


| | Median | % SE | % Natl |
|----------------|----------|------|--------|
| National | \$43,828 | | |
| Southeastern | \$40,800 | | |
| South Carolina | \$36,583 | 90% | 83% |



Survey of South Carolina Librarian Salaries 2005
Librarians Who Do Not Supervise - Public Libraries
Librarians Who Do Not Supervise
All Libraries

| | Average | Median |
|---------------------|-----------|-----------|
| SC Public Library | \$ 37,345 | \$ 36,583 |
| SC Media Specialist | \$ 37,939 | \$ 38,162 |



Survey of South Carolina Librarian Salaries 2005

Beginning Librarian - Public Libraries

| Beginning Librarian Large Public Libraries (Serving a population of 100,000 or more) | | | | | | |
|--|----------|----------|----------------|----------|----------------|----------|
| | Average | Minimum | First Quartile | Median | Third Quartile | Maximum |
| National N=224 | \$40,460 | \$26,118 | \$34,440 | \$40,546 | \$47,609 | \$50,254 |
| Southeastern N=31 | \$32,814 | \$26,118 | \$30,890 | \$32,748 | \$34,558 | \$42,069 |
| South Carolina N=23 | \$37,741 | \$27,141 | \$33,019 | \$41,886 | \$41,886 | \$42,497 |
| S.C. Media Specialist Class 1 | \$29,625 | \$29,625 | \$29,625 | \$29,625 | \$29,625 | \$29,625 |

| Beginning Librarian Medium-sized Public Libraries (Serving a population of 25,000 - 99,000) | | | | | | |
|---|----------|----------|----------------|----------|----------------|----------|
| | Average | Minimum | First Quartile | Median | Third Quartile | Maximum |
| National N=39 | \$34,351 | \$21,756 | \$29,900 | \$33,670 | \$39,078 | \$52,271 |
| Southeastern N=7 | \$29,771 | \$27,582 | \$28,000 | \$28,000 | \$30,690 | \$35,435 |
| South Carolina N=5 | \$28,674 | \$26,500 | \$28,000 | \$28,300 | \$28,570 | \$32,000 |
| S.C. Media Specialist Class 1 | \$29,625 | \$29,625 | \$29,625 | \$29,625 | \$29,625 | \$29,625 |

| Beginning Librarian Small Public Libraries (Serving a population of less than 25,000) | | | | | | |
|--|--|--|--|--|--|--|
| National N= Southeastern N= South Carolina N= S.C. Media Specialist Class 1 | Small Public Libraries reported no Beginning Librarian Positions | | | | | |

| Beginning Librarian All Public and Academic Libraries (National and Southeastern data includes academic salaries) | | | | | | |
|---|----------|----------|----------------|----------|----------------|----------|
| | Average | Minimum | First Quartile | Median | Third Quartile | Maximum |
| National N=364 | \$38,918 | \$21,756 | \$33,850 | \$37,919 | \$43,736 | \$56,102 |
| Southeastern N=60 | \$32,778 | \$25,000 | \$30,890 | \$33,000 | \$34,573 | \$42,069 |
| South Carolina N=28 | \$36,062 | \$26,500 | \$30,771 | \$34,691 | \$41,886 | \$42,494 |
| S.C. Media Specialist Class 1 | \$29,625 | \$29,625 | \$29,625 | \$29,625 | \$29,625 | \$29,625 |

N= the number of staff reported

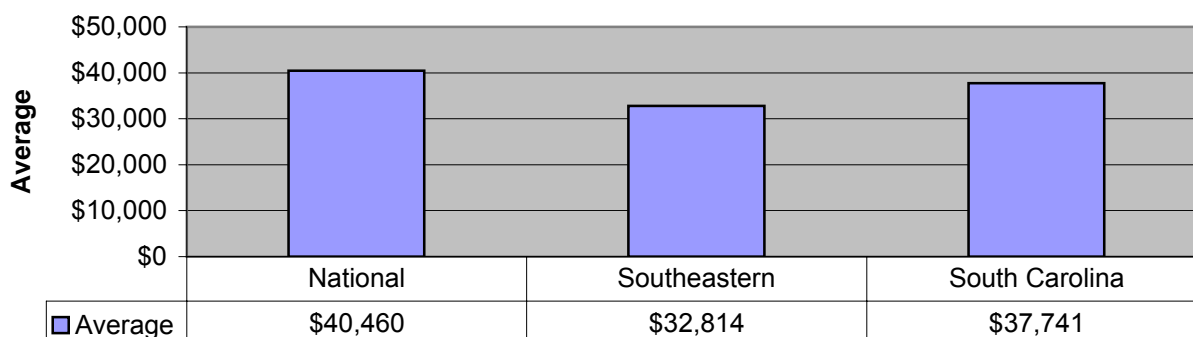
South Carolina State Library. Salary Survey. 2005

Survey of South Carolina Librarian Salaries 2005 **Beginning Librarian - Public Libraries**

Beginning Librarian **Large Public Libraries** **(Serving a population of 100,000 or more)**

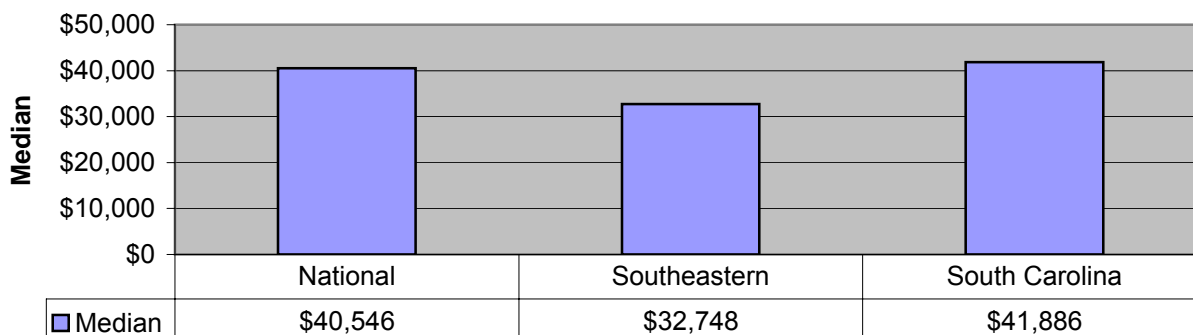
| | Average | % SE | % National |
|----------------|----------|------|------------|
| National | \$40,460 | | |
| Southeastern | \$32,814 | | |
| South Carolina | \$37,741 | 115% | 93% |

Average Salary **Beginning Librarians** **Large Public Libraries**



| | Median | % SE | % National |
|----------------|----------|------|------------|
| National | \$40,546 | | |
| Southeastern | \$32,748 | | |
| South Carolina | \$41,886 | 128% | 103% |

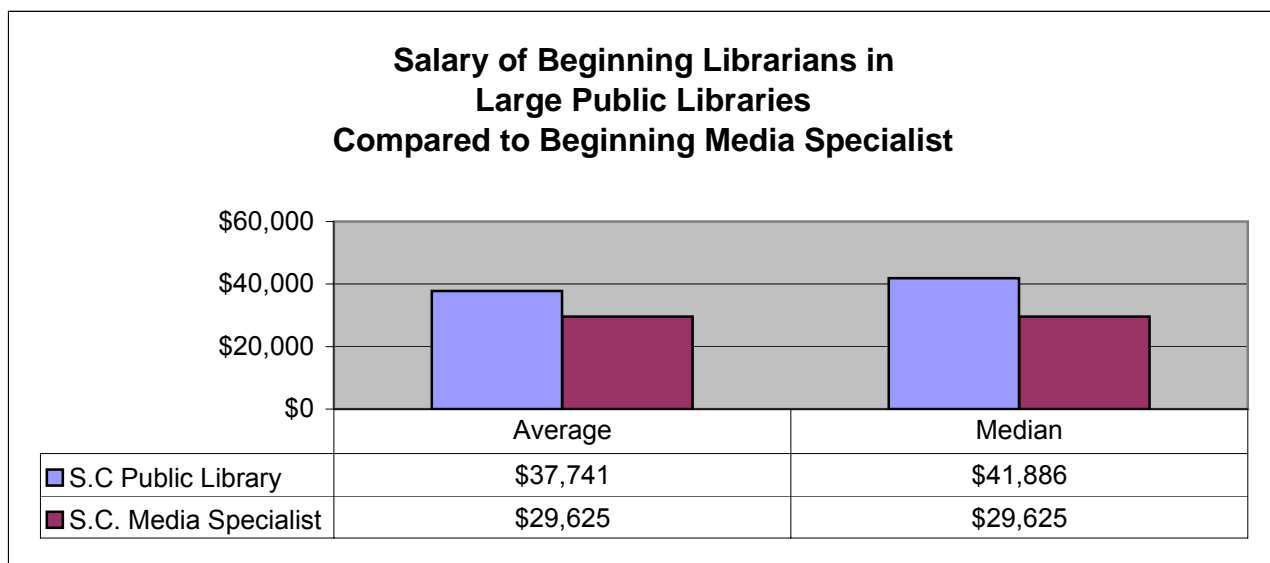
Median Salary **Beginning Librarians** **Large Public Libraries**



Survey of South Carolina Librarian Salaries 2005 **Beginning Librarian - Public Libraries**

Beginning Librarian **Large Public Libraries**

| | Average | Median |
|-----------------------|----------|----------|
| S.C Public Library | \$37,741 | \$41,886 |
| S.C. Media Specialist | \$29,625 | \$29,625 |



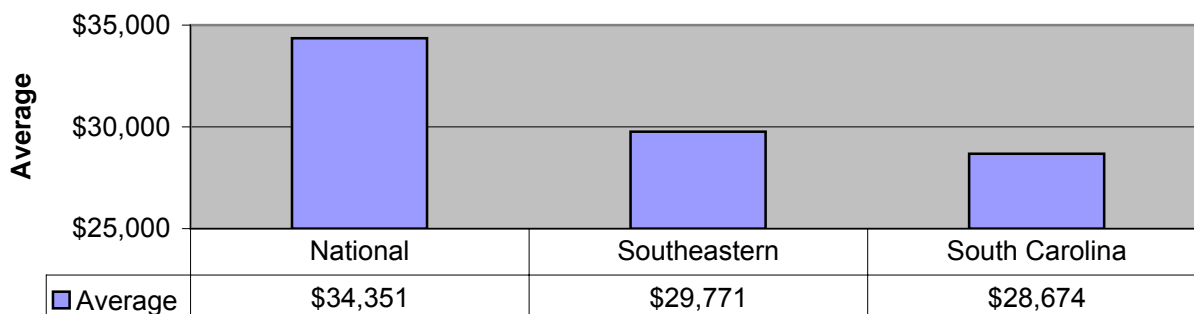
Survey of South Carolina Librarian Salaries 2005

Beginning Librarian - Public Libraries

Beginning Librarian Medium-sized Public Libraries (Serving a population of 25,000 - 99,000)

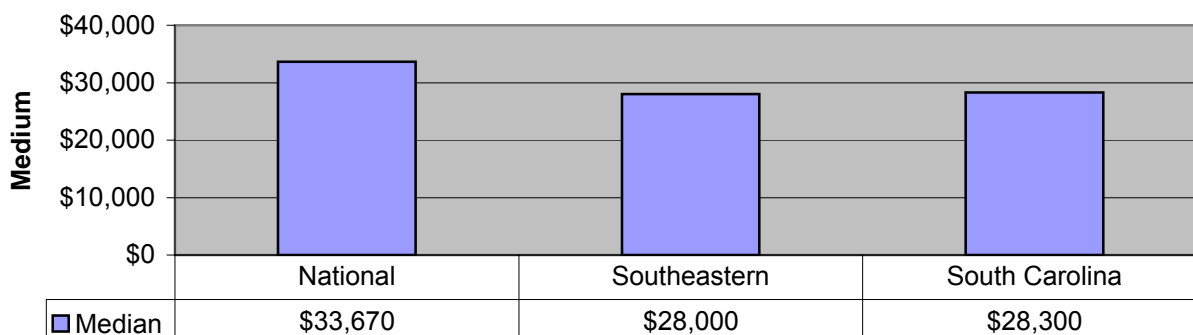
| | Average | % SE | % National |
|----------------|----------|------|------------|
| National | \$34,351 | | |
| Southeastern | \$29,771 | | |
| South Carolina | \$28,674 | 96% | 83% |

Average Salary Beginning Librarian Medium-sized Public Libraries



| | Median | % SE | % National |
|----------------|----------|------|------------|
| National | \$33,670 | | |
| Southeastern | \$28,000 | | |
| South Carolina | \$28,300 | 101% | 84% |

Median Salary Beginning Librarian Salaries Medium-sized Public Libraries

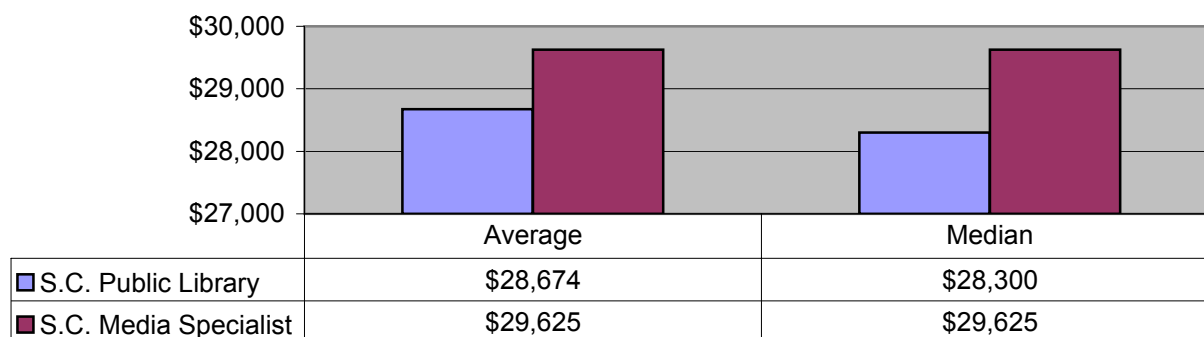


Survey of South Carolina Librarian Salaries 2005 **Beginning Librarian - Public Libraries**

Medium-sized Public Libraries (Serving a population of 25,000 - 99,000)

| | Average | Median |
|-----------------------|----------|----------|
| S.C. Public Library | \$28,674 | \$28,300 |
| S.C. Media Specialist | \$29,625 | \$29,625 |

**Beginning Librarian Salary
 Medium-sized Public Libraries
 Compared to S.C. Beginning Media Specialist**



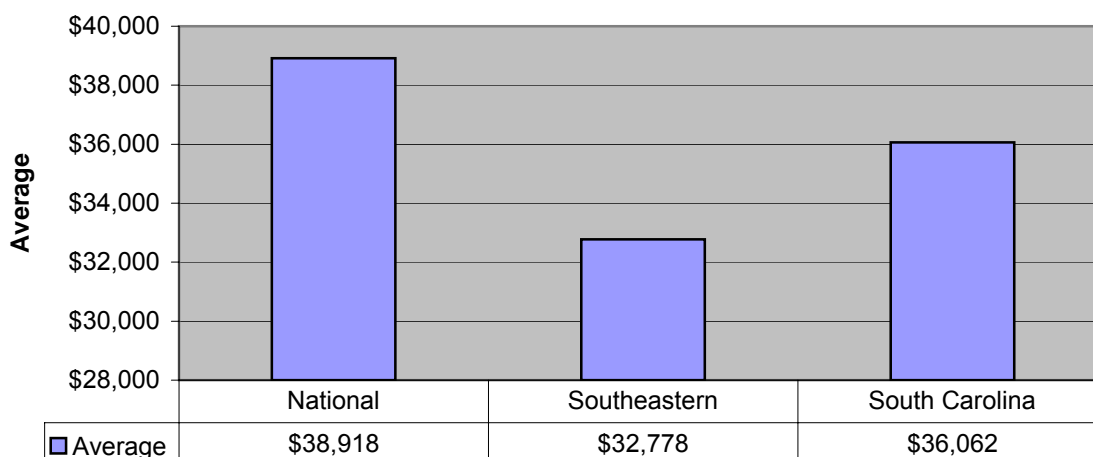
Survey of South Carolina Librarian Salaries 2005

Beginning Librarian - Public Libraries

Beginning Librarian All Libraries

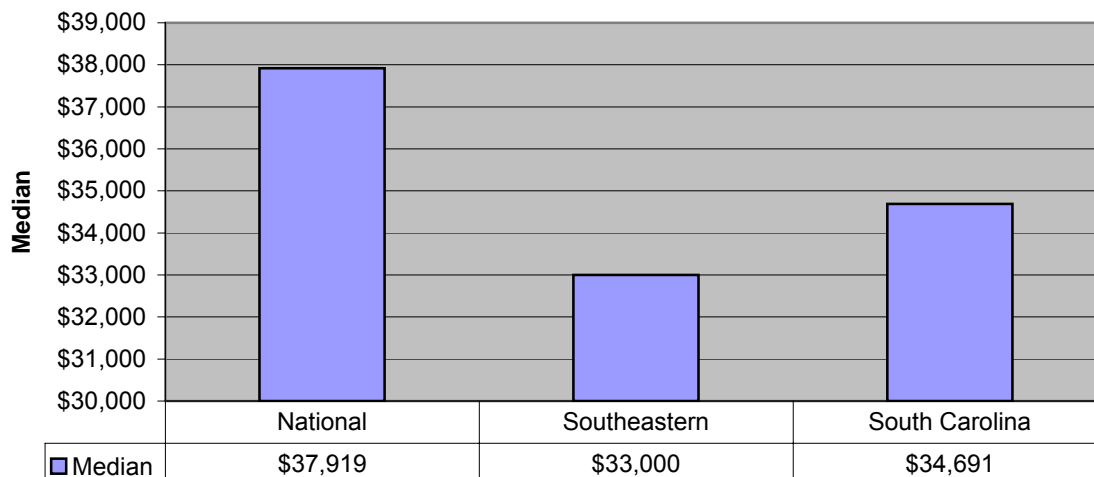
| | Average | % SE | % National |
|----------------|----------|------|------------|
| National | \$38,918 | | |
| Southeastern | \$32,778 | | |
| South Carolina | \$36,062 | 110% | 93% |

Average Salary Beginning Librarians in Public Libraries



| | Median | % SE | % National |
|----------------|----------|------|------------|
| National | \$37,919 | | |
| Southeastern | \$33,000 | | |
| South Carolina | \$34,691 | 105% | 91% |

Median Salary Beginning Librarians in Public Libraries

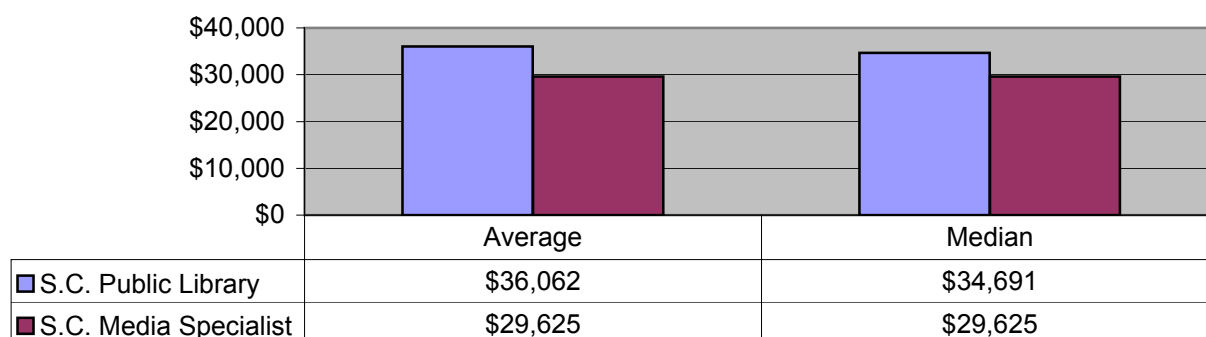


Survey of South Carolina Librarian Salaries 2005 **Beginning Librarian - Public Libraries**

Beginning Librarian **All Libraries**

| | Average | Median |
|-----------------------|----------|----------|
| S.C. Public Library | \$36,062 | \$34,691 |
| S.C. Media Specialist | \$29,625 | \$29,625 |

**Salary Beginning Public Librarian
Compared to Beginning Salary for Media Specialist**



Survey of South Carolina Librarian Salaries 2005

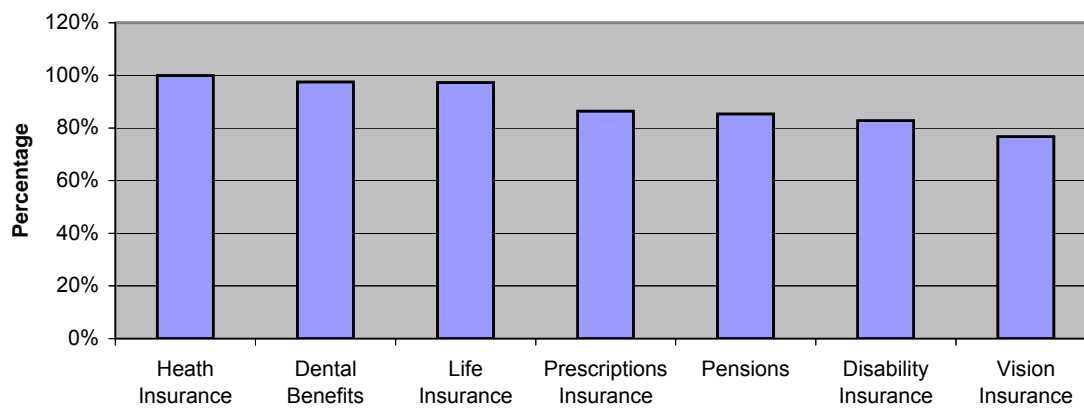
| Benefit | Percentage Responding Yes |
|----------------------------|---------------------------|
| Health Insurance | 100% |
| Dental Benefits | 98% |
| Life Insurance | 97% |
| Prescriptions Insurance | 86% |
| Disability Insurance | 83% |
| Vision Insurance | 77% |
| Pensions | 85% |
| Annual Leave/Vacation | 98% |
| Sick Leave | 98% |
| Berevment Leave | 91% |
| Training & Education Leave | 91% |
| Personal Days | 48% |
| Saving/URA/Deferred Comp | 97% |
| Professional Memberships | 77% |
| Transportation Subsidies | 74% |
| Tuition Reimbursement | 55% |

| Staff Benefits | | | | | |
|---------------------------|--------------------------------|-----------------------|---------------------------|-----------------------|---------|
| Benefits | Number of Libraries Responding | Number Responding Yes | Percentage Responding Yes | Number of Days Earned | |
| | | | | Minimum | Maximum |
| Health Insurance | 42 | 42 | 100% | | |
| Dental Benefits | 41 | 40 | 98% | | |
| Life Insurance | 36 | 35 | 97% | | |
| Vision Insurance | 30 | 23 | 77% | | |
| Disability Insurance | 35 | 29 | 83% | | |
| Prescriptions Insurance | 37 | 32 | 86% | | |
| Pensions | 34 | 29 | 85% | | |
| Savings/URA/Deferred Comp | 37 | 36 | 97% | | |
| Training & Education | 35 | 32 | 91% | | |
| Tuition Reimbursement | 31 | 17 | 55% | | |
| Professional Memberships | 35 | 27 | 77% | | |
| Transportation Subsidies | 34 | 25 | 74% | | |
| Vacation | 41 | 40 | 98% | 5 | 35 |
| Sick Leave | 41 | 40 | 98% | 10 | 12 |
| Personal Days | 25 | 12 | 48% | 1 | 2 |
| Berevment Leave | 34 | 31 | 91% | 1 | 4 |

Survey of South Carolina Librarian Salaries 2005

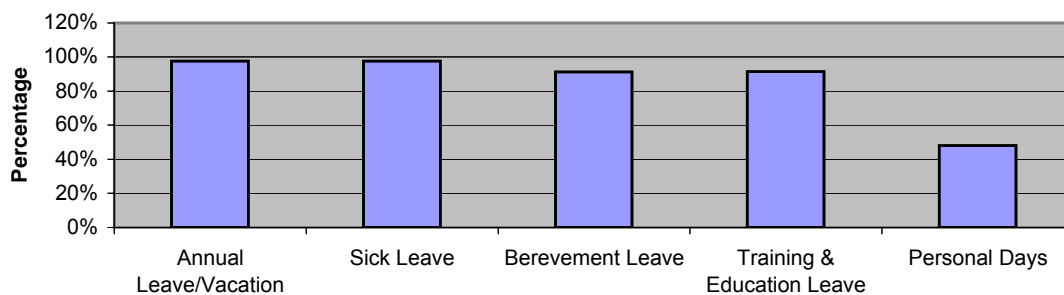
| Benefit | Percentage Responding Yes |
|-------------------------|---------------------------|
| Heath Insurance | 100% |
| Dental Benefits | 98% |
| Life Insurance | 97% |
| Prescriptions Insurance | 86% |
| Pensions | 85% |
| Disability Insurance | 83% |
| Vision Insurance | 77% |

Percentage of Libraries Providing Insurance and Pension Benefits



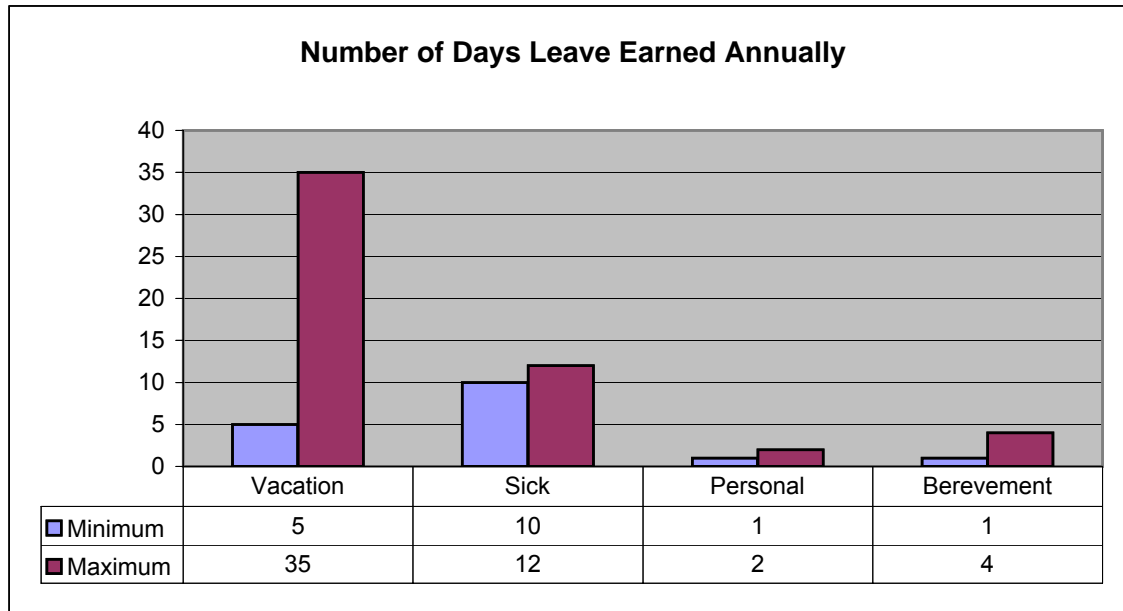
| Benefit | Percentage Responding Yes |
|----------------------------|---------------------------|
| Annual Leave/Vacation | 98% |
| Sick Leave | 98% |
| Berevement Leave | 91% |
| Training & Education Leave | 91% |
| Personal Days | 48% |

Percentage of Libraries Providing Leave



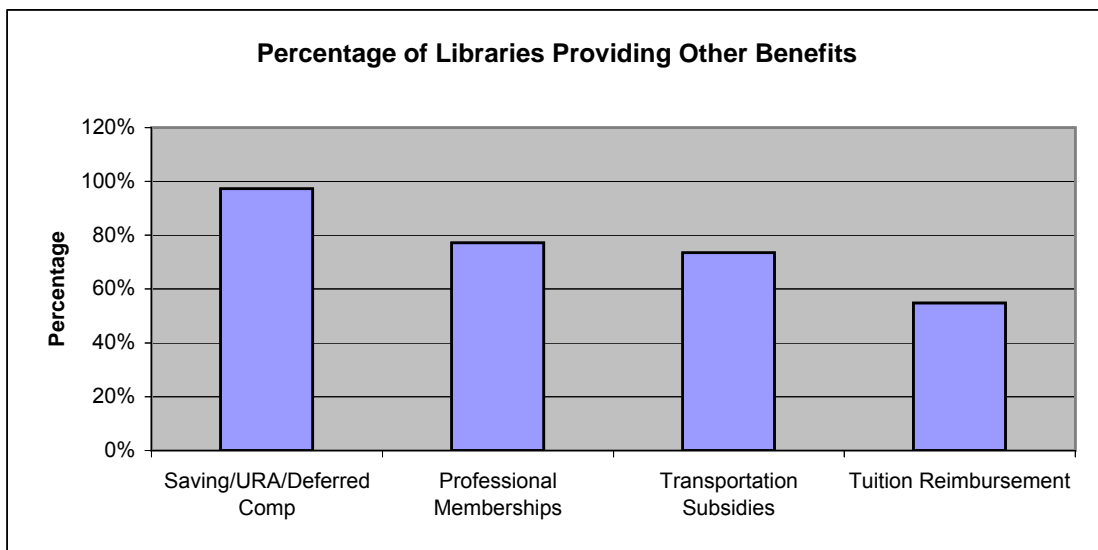
Survey of South Carolina Librarian Salaries 2005

| Number of Days Earned each Year | | |
|---------------------------------|---------|---------|
| | Minimum | Maximum |
| Vacation | 5 | 35 |
| Sick | 10 | 12 |
| Personal | 1 | 2 |
| Berevment | 1 | 4 |



Note Personal Days: Three libraries provide Personal Days in lieu of Vacation Leave and Sick Leave.

| Benefit | Percentage Responding Yes |
|--------------------------|---------------------------|
| Saving/URA/Deferred Comp | 97% |
| Professional Memberships | 77% |
| Transportation Subsidies | 74% |
| Tuition Reimbursement | 55% |



Survey of South Carolina Librarian Salaries 2005
